# Standard Wage Determinants

From 2015-4095 to 2015-4185

March 24, 2022

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## Standard Wage Determination No.: 2015-4095

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION WAGE DETERMINATION D.C. 20210 Wage Determination No.: 2015-4095 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 Massachusetts as follows:

FRANKLIN COUNTY - Ashfield town Conway town Deerfield town Leverett town Shutesbury town Sunderland town Wendell town Whately town

HAMPDEN COUNTY - Agawam city Blandford town Chester town Chicopee city East Longmeadow town Granville town Hampden town Holyoke city Longmeadow town Ludlow town Monson town Montgomery town Palmer town Russell town Southwich town Springfield city Tolland town Wales town West Springfield town Westfield city Wilbraham town

HAMPSHIRE COUNTY - Amherst town Belchertown town Chesterfield town Cummington town Easthampton town Goshen town Granby town Hadley town Hatfield town Huntington town Northampton city Pelham town South Hadley town Southampton town Ware town Westhampton town Williamsburg town Worthington town

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

## **OCCUPATION CODE - TITLE**

FOOTNOTE RATE

| 01000 - Administrative Support And                                   |       |
|--|-------|
| Clerical Occupations   |       |
| 01011 - Accounting Clerk I   | 16.42 |
| 01012 - Accounting Clerk II  | 18.44 |
| 01013 - Accounting Clerk III   | 20.62 |
| 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   | 18.54 |
| Representative III   |       |
| 01051 - Data Entry Operator I  | 18.05 |
| 01052 - Data Entry Operator II                                       | 19.70 |
| 01060 - Dispatcher Motor Vehicle                                     | 21.37 |
| 01070 - Document Preparation Clerk                                   | 18.44 |
| 01090 - Duplicating Machine Operator                                 | 18.44 |
| 01111 - General Clerk I  | 15.19 |
| 01112 - General Clerk II   | 16.58 |
| 01113 - General Clerk III<br>01120 - Wenging Deferred Accietant      | 18.61 |
| 01120 - Housing Referral Assistant<br>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  | 20.59 |
| (Employment) II  | 20.05 |
| 01263 - Personnel Assistant  | 22.96 |
| (Employment) III   |       |
| 01270 - Production Control Clerk                                     | 26.01 |
| 01290 - Rental Clerk   | 16.25 |
| 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  | 15.36 |
| 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<br>05000 - Automotive Service Occupations | 22.20 |
| - $        -$  |       |

| 05005 - Automobile Body Repairer     |             | 25.32 |
|--------------------------------------|-------------|-------|
| Fiberglass                           |             |       |
| 05010 - Automotive                   | Electrician |       |
| 05040 - Automotive Glass Installer   |             | 19.49 |
| 05070 - Automotive Worker            |             | 19.49 |
| 05110 - Mobile Equipment Servicer    |             | 17.82 |
| 05130 - Motor Equipment Metal        |             | 21.15 |
| Mechanic                             |             |       |
| 05160 - Motor Equipment Metal Worker |             | 19.49 |
| 05190 - Motor Vehicle Mechanic       |             | 21.15 |
| 05220 - Motor Vehicle Mechanic       |             | 16.82 |
| Helper                               |             |       |
| 05250 - Motor Vehicle Upholstery     |             | 18.74 |
| Worker                               |             |       |
| 05280 - Motor Vehicle Wrecker        |             | 19.49 |
| 05310 - Painter Automotive           |             | 20.32 |
| 05340 - Radiator Repair Specialist   |             | 19.49 |
| 05370 - Tire Repairer                |             | 15.43 |
| 05400 - Transmission Repair          |             | 21.15 |
| 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  |             | 20.86 |
| 09040 - Furniture Handler            |             | 16.45 |
| 09080 - Furniture Refinisher         |             | 22.59 |
| 09090 - Furniture Refinisher Helper  |             | 19.06 |
| 09110 - Furniture Repairer Minor     |             | 20.90 |
| 09130 - Upholsterer                  |             | 20.54 |
| 11000 - General Services And Support |             |       |
| Occupations                          |             |       |
| 11030 - Cleaner Vehicles             |             | 13.63 |
| 11060 - Elevator Operator            |             | 16.43 |
| 11090 - Gardener                     |             | 21.68 |
| 11122 - Housekeeping Aide            |             | 16.43 |
| 11150 - Janitor                      |             | 16.43 |
| 11210 - Laborer Grounds Maintenance  |             | 17.79 |
| 11240 - Maid or Houseman             |             | 14.07 |
| 11260 - Pruner                       |             | 16.21 |
| 11270 - Tractor Operator             |             | 20.47 |
| 11330 - Trail Maintenance Worker     |             | 17.79 |

| 11360 - Window Cleaner  | 18.03 |
|---|-------|
| 12000 - Health Occupations  |       |
| 12010 - Ambulance Driver  | 22.06 |
| 12011 - Breath Alcohol Technician                                 | 25.40 |
| 12012 - Certified Occupational                                    | 28.78 |
| Therapist Assistant   |       |
| 12015 - Certified Physical Therapist                              | 29.82 |
| Assistant   |       |
| 12020 - Dental Assistant  | 21.80 |
| 12025 - Dental Hygienist  | 40.08 |
| 12030 - EKG Technician  | 28.43 |
| 12035 - Electroneurodiagnostic                                    | 28.43 |
| Technologist  |       |
| 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<br>12100 - Medical Assistant | 28.31 |
|   | 18.82 |
| 12130 - Medical Laboratory<br>Technician                          | 30.00 |
| 12160 - Medical Record Clerk                                      | 19.11 |
| 12190 - Medical Record Technician                                 | 22.49 |
| 12195 - Medical Transcriptionist                                  | 19.91 |
| 12195 Medical Hanseliptionist<br>12210 - Nuclear Medicine         | 42.83 |
| Technologist  | 12.00 |
| 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   | 24.88 |
| 12236 - Optical Technician  | 22.71 |
| 12250 - Pharmacy Technician                                       | 17.01 |
| 12280 - Phlebotomist  | 19.60 |
| 12305 - Radiologic Technologist                                   | 30.61 |
| 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                               | 31.47 |
| 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 30  | 5.05                 |
| 13041 - Illustrator I 23  | 3.79                 |
| 13042 - Illustrator II 29   | .48                  |
| 13043 - Illustrator III 30  | 5.05                 |
| <b>13047 - Librarian</b> 32   | 2.64                 |
|   | .30                  |
| -   | .48                  |
| Technology Systems  |                      |
| Administrator   |                      |
|   | .25                  |
| -   | .27                  |
|   | 3.79                 |
| •   | 5.52                 |
| -   | 5.47                 |
|   | .21                  |
|   | 3.37                 |
|   | 8.59                 |
| J 1   | 5.87                 |
|   | .72                  |
| Clerk   | • / 2                |
|   | 2.50                 |
| Technician 22   |                      |
| 14000 - Information Technology  |                      |
| Occupations   |                      |
|   | .51                  |
|   | 2.34                 |
|   | .75                  |
|   | .68                  |
|   | .66                  |
|   | 3.30                 |
| 14071     Computer Programmer II     (See 1)       14072     Computer Programmer II     (see 1)   | • • • •              |
| 14072     Computer Programmer III     (See 1)       14073     Computer Programmer III     (see 1)   |                      |
| 14073Computer Programmer IV(see 1)14074- Computer Programmer IV(see 1)  |                      |
| 14101 - Computer Systems Analyst I     (see 1)  |                      |
| 14102 - Computer Systems Analyst I (see 1)<br>14102 - Computer Systems Analyst II (see 1)   |                      |
| 14102 = COmputer Systems Anaryst II (See 1)   |                      |
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| 14103 - Computer Systems Analyst III (see 1)14150 - Peripheral Equipment14150 - Peripheral Equipment0perator14160 - Personal Computer Support27Technician14170 - System Support Specialist15000 - Instructional Occupations15010 - Aircrew Training Devices32Instructor (Non-Rated)15020 - Aircrew Training Devices33Instructor (Rated) | 2.68<br>0.52<br>2.41 |

| 15050 - Computer Based Training        | 32.41 |
|--|-------|
| Specialist / Instructor                |       |
| 15060 - Educational Technologist       | 31.19 |
| 15070 - Flight Instructor (Pilot)      | 47.00 |
| 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                   | 21.05 |
| 15120 - Tutor                          | 21.05 |
| 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              | 18.98 |
| 21030 - Material Coordinator           | 26.01 |
| 21040 - Material Expediter             | 26.01 |
| 21050 - Material Handling Laborer      | 15.62 |
| 21071 - Order Filler                   | 15.11 |
| 21080 - Production Line Worker (Food   | 18.98 |
| 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      | 18.98 |
|  | 10.00 |

| 21410 - Warabayga Specialist   | 18.98   |
|--|---------|
| 21410 - Warehouse Specialist<br>23000 - Mechanics And Maintenance And    | 10.90   |
|  |         |
| Repair Occupations<br>23010 - Aerospace Structural Welder                | 37.18   |
| 23010 - Aerospace Structural weider<br>23019 - Aircraft Logs and Records | 31.79   |
| Technician   | 51.19   |
| 23021 - Aircraft Mechanic I  | 35.89   |
| 23021 - Aircraft Mechanic I<br>23022 - Aircraft Mechanic II              | 37.18   |
| 23022 - Aircraft Mechanic II<br>23023 - Aircraft Mechanic III            | 37.10   |
| 23023 - Aircraft Mechanic Helper   | 28.54   |
| 23040 - Aircraft Painter   | 34.48   |
| 23060 - Aircraft Servicer  | 34.40   |
| 23070 - Aircraft Survival Flight   | 31.79   |
| Equipment Technician   | 34.40   |
| 23080 - Aircraft Worker  | 33.06   |
|  | 33.06   |
| 23091 - Aircrew Life Support   | 33.00   |
| Equipment (ALSE) Mechanic  |         |
| I<br>22002 Dimension Life Summant  | 35.89   |
| 23092 - Aircrew Life Support   | 33.89   |
| Equipment (ALSE) Mechanic  |         |
| II<br>02110 Duralianas Masharia  | 00 04   |
| 23110 - Appliance Mechanic   | 22.34   |
| 23120 - Bicycle Repairer   | 21.31   |
| 23125 - Cable Splicer  | 41.73   |
| 23130 - Carpenter Maintenance  | 25.66   |
| 23140 - Carpet Layer   | 23.56   |
| 23160 - Electrician Maintenance  | 30.93   |
| 23181 - Electronics Technician   | 35.77   |
| Maintenance I  | 27 00   |
| 23182 - Electronics Technician   | 37.22   |
| Maintenance II<br>23183 - Electronics Technician                         | 20.02   |
|  | 39.23   |
| Maintenance III  | 0 0 0 1 |
| 23260 - Fabric Worker  | 26.31   |
| 23290 - Fire Alarm System Mechanic                                       | 27.51   |
| 23310 - Fire Extinguisher Repairer                                       | 25.02   |
| 23311 - Fuel Distribution System<br>Mechanic                             | 38.03   |
|  | 20 21   |
| 23312 - Fuel Distribution System   | 32.31   |
| Operator   | 20 00   |
| 23370 - General Maintenance Worker                                       | 20.60   |
| 23380 - Ground Support Equipment   | 35.89   |
| Mechanic   | 21 70   |
| 23381 - Ground Support Equipment   | 31.79   |
| Servicer   | 22.00   |
| 23382 - Ground Support Equipment   | 33.06   |
| Worker<br>23391 - Gunsmith I   | 25 0.2  |
| 23391 - Gunsmith I<br>23392 - Gunsmith II                                | 25.02   |
| 25592 - Guiismilli II  | 27.35   |

| 23393 - Gunsmith III                 | 29.69    |
|--------------------------------------|----------|
| 23410 - Heating Ventilation And Air- | 30.45    |
| Conditioning                         | 50.15    |
| Mechanic                             |          |
| 23411 - Heating Ventilation And Air  | 31.55    |
| Contidioning                         | 01.00    |
| 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        | 25.37    |
| Mechanic                             | 20.01    |
| 23550 - Machinist Maintenance        | 23.28    |
| 23580 - Maintenance Trades Helper    | 16.08    |
| 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    | 23.93    |
| 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                          | 20.91    |
| 23910 - Small Engine Mechanic        | 19.44    |
| 23931 - Telecommunications Mechanic  | 40.98    |
| I                                    | 10.50    |
| 23932 - Telecommunications Mechanic  | 42.46    |
| II                                   | 12.10    |
| 23950 - Telephone Lineman            | 34.33    |
| 23960 - Welder Combination           | 24.98    |
| Maintenance                          | 21.50    |
| 23965 - Well Driller                 | 29.69    |
| 23970 - Woodcraft Worker             | 29.69    |
| 23980 - Woodworker                   | 25.02    |
| 24000 - Personal Needs Occupations   | -0.02    |
| 24550 - Case Manager                 | 17.90    |
| 24570 - Child Care Attendant         | 14.44    |
| 24580 - Child Care Center Clerk      | 18.02    |
| 24610 - Chore Aide                   | 15.20    |
| 24620 - Family Readiness And Support | 17.90    |
| Services                             | _ / • 50 |
| Coordinator                          |          |
|                                      |          |

| 24630 - Homemaker                                  | 18.54  |
|--|--------|
| 25000 - Plant And System Operations                |        |
| Occupations  |        |
| 25010 - Boiler Tender                              | 28.21  |
| 25040 - Sewage Plant Operator                      | 27.38  |
| 25070 - Stationary Engineer                        | 28.21  |
| 25190 - Ventilation Equipment Tender               | 22.43  |
| 25210 - Water Treatment Plant                      | 27.38  |
| Operator   |        |
| 27000 - Protective Service Occupations             |        |
| 27004 - Alarm Monitor                              | 22.73  |
| 27007 - Baggage Inspector                          | 14.74  |
| 27008 - Corrections Officer                        | 25.39  |
| 27010 - Court Security Officer                     | 26.59  |
| 27030 - Detection Dog Handler                      | 18.61  |
| 27040 - Detention Officer                          | 25.39  |
| 27070 - Firefighter                                | 27.79  |
| 27101 - Guard I                                    | 14.74  |
| 27102 - Guard II                                   | 18.61  |
| 27131 - Police Officer I                           | 29.06  |
| 27132 - Police Officer II                          | 32.30  |
| 28000 - Recreation Occupations                     |        |
| 28041 - Carnival Equipment Operator                | 16.19  |
| 28042 - Carnival Equipment Repairer                | 15.35  |
| 28043 - Carnival Worker                            | 12.86  |
| 28210 - Gate Attendant/Gate Tender                 | 17.59  |
| 28310 - Lifeguard                                  | 13.63  |
| 28350 - Park Attendant (Aide)                      | 19.67  |
| 28510 - Recreation Aide/Health                     | 14.35  |
| Facility Attendant                                 | 11.00  |
| 28515 - Recreation Specialist                      | 24.37  |
| 28630 - Sports Official                            | 15.66  |
| 28690 - Swimming Pool Operator                     | 20.70  |
| 29000 - Stevedoring/Longshoremen                   | 20.70  |
| Occupational Services                              |        |
| 29010 - Blocker And Bracer                         | 27.35  |
| 29010 - Blocker And Bracer<br>29020 - Hatch Tender | 27.35  |
| 29020 - Hatch Tender<br>29030 - Line Handler       | 27.35  |
| 29030 - Line Handler<br>29041 - Stevedore I        | 26.31  |
| 29041 - Stevedore I<br>29042 - Stevedore II        | 28.53  |
|  | 20.JJ  |
| 30000 - Technical Occupations                      | 11 00  |
| <b>30010 - Air Traffic Control</b> (see 2)         | 44.99  |
| Specialist Center (HFO)                            | 21 0 2 |
| <b>30011 - Air Traffic Control</b> (see 2)         | 31.03  |
| Specialist Station (HFO)                           |        |
| 30012 - Air Traffic Control                        | 34.17  |
| Specialist Terminal (HFO) (see 2)                  | 10 70  |
| 30021 - Archeological Technician I                 | 18.73  |
| 30022 - Archeological Technician II                | 20.95  |

| 30023 - Archeological Technician III            | 25.95 |
|---|-------|
| 30030 - Cartographic Technician                 | 25.95 |
| 30040 - Civil Engineering Technician            | 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                 | 20.95 |
| 30063 - Drafter/CAD Operator III                | 23.36 |
| 30064 - Drafter/CAD Operator IV                 | 28.74 |
| 30081 - Engineering Technician I                | 17.82 |
| 30082 - Engineering Technician II               | 20.00 |
| 30083 - Engineering Technician III              | 22.37 |
| 30084 - Engineering Technician IV               | 27.71 |
| 30085 - Engineering Technician V                | 33.90 |
| 30086 - Engineering Technician VI               | 41.01 |
| 30090 - Environmental Technician                | 25.95 |
| 30095 - Evidence Control Specialist             | 25.95 |
| 30210 - Laboratory Technician                   | 29.12 |
| 30221 - Latent Fingerprint                      | 28.74 |
| Technician I                                    |       |
| 30222 - Latent Fingerprint                      | 31.75 |
| Technician II                                   |       |
| 30240 - Mathematical Technician                 | 28.55 |
| 30361 - Paralegal/Legal Assistant I             | 20.28 |
| 30362 - Paralegal/Legal Assistant II            | 25.11 |
| 30363 - Paralegal/Legal Assistant               | 30.72 |
| III   |       |
| 30364 - Paralegal/Legal Assistant IV            | 37.17 |
| 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                                    |       |
| 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 |
| <b>30620 - Weather Observer Combined</b> (see 2 | 23.36 |
| Upper Air Or                                    |       |
| Surface Programs                                |       |

| 30621 - Weather Observer Senior                                      | (see | 2) | 25.95          |
|--|------|----|----------------|
| 31000 - Transportation/Mobile  |      |    |                |
| Equipment Operation Occupations                                      |      |    |                |
| 31010 - Airplane Pilot   |      |    | 34.59          |
| 31020 - Bus Aide   |      |    | 18.79          |
| 31030 - Bus Driver   |      |    | 25.76          |
| 31043 - Driver Courier   |      |    | 17.60          |
| 31260 - Parking and Lot Attendant                                    |      |    | 14.05          |
| 31290 - Shuttle Bus Driver   |      |    | 17.88          |
| 31310 - Taxi Driver  |      |    | 15.57          |
| 31361 - Truckdriver Light  |      |    | 18.65          |
| 31362 - Truckdriver Medium   |      |    | 19.61          |
| 31363 - Truckdriver Heavy  |      |    | 23.48          |
| 31364 - Truckdriver Tractor-Trailer                                  |      |    | 23.48          |
| 99000 - Miscellaneous Occupations                                    |      |    |                |
| 99020 - Cabin Safety Specialist                                      |      |    | 16.87          |
| 99030 - Cashier  |      |    | 13.29          |
| 99050 - Desk Clerk   |      |    | 14.05          |
| 99095 - Embalmer   |      |    | 29.67          |
| 99130 - Flight Follower  |      |    | 28.59          |
| 99251 - Laboratory Animal Caretaker                                  |      |    | 18.80          |
| I  |      |    | 10.00          |
| 99252 - Laboratory Animal Caretaker                                  |      |    | 19.92          |
| II   |      |    | 0.0.0.6        |
| 99260 - Marketing Analyst  |      |    | 29.36          |
| 99310 - Mortician  |      |    | 30.30          |
| 99410 - Pest Controller  |      |    | 20.76          |
| 99510 - Photofinishing Worker  |      |    | 13.94          |
| 99710 - Recycling Laborer  |      |    | 21.34          |
| 99711 - Recycling Specialist   |      |    | 24.55          |
| 99730 - Refuse Collector   |      |    | 19.45          |
| 99810 - Sales Clerk  |      |    | 13.98          |
| 99820 - School Crossing Guard  |      |    | 14.42          |
| 99830 - Survey Party Chief   |      |    | 25.60          |
| 99831 - Surveying Aide   |      |    | 16.76          |
| 99832 - Surveying Technician   |      |    | 22.97<br>20.95 |
| 99840 - Vending Machine Attendant                                    |      |    |                |
| 99841 - Vending Machine Repairer<br>99842 - Vending Machine Repairer |      |    | 24.27          |
|  |      |    | 20.95          |
| Helper   |      |    |                |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

Additionally because job titles vary widely and change quickly in the computer

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

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

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

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

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

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

## \*\* UNIFORM ALLOWANCE \*\*

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

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

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4097

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 2015-4097 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: Connecticut

This wage determination applies to the following towns in Windham county: Brooklyn Killingly Plainfield Pomfret Putnam Sterling Thompson Woodstock

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

| <b>OCCUPATION CODE - TITLE</b>     | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 17.35 |
| 01012 - Accounting Clerk II        |          | 19.49 |
| 01013 - Accounting Clerk III       |          | 21.79 |
| 01020 - Administrative Assistant   |          | 28.46 |
| 01035 - Court Reporter             |          | 19.67 |
| 01041 - Customer Service           |          | 15.79 |
| Representative I                   |          |       |

| 01042 - Customer Service               | 17.24 |
|--|-------|
| Representative II                      |       |
| 01043 - Customer Service               | 19.36 |
| Representative III                     |       |
| 01051 - Data Entry Operator I          | 16.34 |
| 01052 - Data Entry Operator II         | 17.83 |
| 01060 - Dispatcher Motor Vehicle       | 22.18 |
| 01070 - Document Preparation Clerk     | 20.11 |
| 01090 - Duplicating Machine Operator   | 20.11 |
| 01111 - General Clerk I                | 15.18 |
| 01112 - General Clerk II               | 16.56 |
| 01113 - General Clerk III              | 18.59 |
| 01120 - Housing Referral Assistant     | 22.34 |
| 01141 - Messenger Courier              | 17.20 |
| 01191 - Order Clerk I                  | 16.98 |
| 01192 - Order Clerk II                 | 18.53 |
| 01261 - Personnel Assistant            | 18.32 |
|  | 10.52 |
| (Employment) I                         | 20 10 |
| 01262 - Personnel Assistant            | 20.49 |
| (Employment) II                        | 00.05 |
| 01263 - Personnel Assistant            | 22.85 |
| (Employment) III                       | 0 1   |
| 01270 - Production Control Clerk       | 25.51 |
| 01290 - Rental Clerk                   | 16.42 |
| 01300 - Scheduler Maintenance          | 17.77 |
| 01311 - Secretary I                    | 17.77 |
| 01312 - Secretary II                   | 19.87 |
| 01313 - Secretary III                  | 22.21 |
| 01320 - Service Order Dispatcher       | 19.84 |
| 01410 - Supply Technician              | 28.46 |
| 01420 - Survey Worker                  | 20.12 |
| 01460 - Switchboard                    | 16.08 |
| Operator/Receptionist                  |       |
| 01531 - Travel Clerk I                 | 15.68 |
| 01532 - Travel Clerk II                | 17.08 |
| 01533 - Travel Clerk III               | 18.01 |
| 01611 - Word Processor I               | 15.82 |
| 01612 - Word Processor II              | 17.77 |
| 01613 - Word Processor III             | 19.87 |
| 05000 - Automotive Service Occupations |       |
| 05005 - Automobile Body Repairer       | 22.72 |
| 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          | 23.38 |
| Mechanic                               | 20.00 |
| 05160 - Motor Equipment Metal Worker   | 21.90 |
| optoo motor adarbment metar Morker     | ムエ・グリ |

| 05190 - Motor Vehicle Mechanic       | 23.38 |
|--------------------------------------|-------|
| 05220 - Motor Vehicle Mechanic       | 19.81 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 21.27 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 21.90 |
| 05310 - Painter Automotive           | 22.57 |
| 05340 - Radiator Repair Specialist   | 21.73 |
| 05370 - Tire Repairer                | 15.94 |
| 05400 - Transmission Repair          | 23.38 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 15.55 |
| 07041 - Cook I                       | 17.82 |
| 07042 - Cook II                      | 19.41 |
| 07070 - Dishwasher                   | 13.27 |
| 07130 - Food Service Worker          | 14.13 |
| 07210 - Meat Cutter                  | 21.53 |
| 07260 - Waiter/Waitress              | 13.75 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 24.44 |
| 09040 - Furniture Handler            | 19.92 |
| 09080 - Furniture Refinisher         | 26.25 |
| 09090 - Furniture Refinisher Helper  | 21.99 |
| 09110 - Furniture Repairer Minor     | 24.18 |
| 09130 - Upholsterer                  | 24.44 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 14.87 |
| 11060 - Elevator Operator            | 14.87 |
| 11090 - Gardener                     | 22.17 |
| 11122 - Housekeeping Aide            | 15.66 |
| 11150 - Janitor                      | 15.66 |
| 11210 - Laborer Grounds Maintenance  | 18.40 |
| 11240 - Maid or Houseman             | 14.55 |
| 11260 - Pruner                       | 17.06 |
| 11270 - Tractor Operator             | 20.97 |
| 11330 - Trail Maintenance Worker     | 18.40 |
| 11360 - Window Cleaner               | 16.89 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 22.03 |
| 12011 - Breath Alcohol Technician    | 25.15 |
| 12012 - Certified Occupational       | 32.13 |
| Therapist Assistant                  |       |
| 12015 - Certified Physical Therapist | 29.60 |
| Assistant                            |       |
| 12020 - Dental Assistant             | 24.70 |

| 12025 Dentel Warienist               | 10 01 |
|--------------------------------------|-------|
| 12025 - Dental Hygienist             | 46.21 |
| 12030 - EKG Technician               | 39.33 |
| 12035 - Electroneurodiagnostic       | 39.33 |
| Technologist                         |       |
| 12040 - Emergency Medical Technician | 22.03 |
| 12071 - Licensed Practical Nurse I   | 22.49 |
| 12072 - Licensed Practical Nurse II  | 25.15 |
| 12073 - Licensed Practical Nurse III | 28.03 |
| 12100 - Medical Assistant            | 19.47 |
| 12130 - Medical Laboratory           | 25.81 |
| Technician                           | 10 70 |
| 12160 - Medical Record Clerk         | 19.73 |
| 12190 - Medical Record Technician    | 24.29 |
| 12195 - Medical Transcriptionist     | 20.99 |
| 12210 - Nuclear Medicine             | 55.27 |
| Technologist                         | 10.05 |
| 12221 - Nursing Assistant I          | 12.87 |
| 12222 - Nursing Assistant II         | 14.46 |
| 12223 - Nursing Assistant III        | 15.78 |
| 12224 - Nursing Assistant IV         | 17.73 |
| 12235 - Optical Dispenser            | 27.06 |
| 12236 - Optical Technician           | 22.49 |
| 12250 - Pharmacy Technician          | 16.18 |
| 12280 - Phlebotomist                 | 20.06 |
| 12305 - Radiologic Technologist      | 36.98 |
| 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  | 31.15 |
| Testing)                             |       |
| 12320 - Substance Abuse Treatment    | 25.58 |
| Counselor                            |       |
| 13000 - Information And Arts         |       |
| Occupations                          |       |
| 13011 - Exhibits Specialist I        | 22.71 |
| 13012 - Exhibits Specialist II       | 28.13 |
| 13013 - Exhibits Specialist III      | 34.42 |
| 13041 - Illustrator I                | 23.40 |
| 13042 - Illustrator II               | 29.00 |
| 13043 - Illustrator III              | 35.47 |
| 13047 - Librarian                    | 30.08 |
| 13050 - Library Aide/Clerk           | 15.08 |
| 13054 - Library Information          | 27.17 |
| Technology Systems                   |       |

| Administrator                              |      |     |           |
|--|------|-----|-----------|
| 13058 - Library Technician                 |      |     | 18.75     |
| 13061 - Media Specialist I                 |      |     | 19.60     |
| 13062 - Media Specialist II                |      |     | 21.93     |
| 13063 - Media Specialist III               |      |     | 24.46     |
| 13071 - Photographer I                     |      |     | 18.79     |
| 13072 - Photographer II                    |      |     | 21.93     |
| 13073 - Photographer III                   |      |     | 27.17     |
| 13074 - Photographer IV                    |      |     | 33.24     |
| 13075 - Photographer V                     |      |     | 40.21     |
| 13090 - Technical Order Library            |      |     | 18.67     |
| Clerk                                      |      |     |           |
| 13110 - Video Teleconference               |      |     | 27.81     |
| Technician                                 |      |     |           |
| 14000 - Information Technology             |      |     |           |
| Occupations                                |      |     |           |
| 14041 - Computer Operator I                |      |     | 18.46     |
| 14042 - Computer Operator II               |      |     | 20.66     |
| 14043 - Computer Operator III              |      |     | 23.03     |
| 14044 - Computer Operator IV               |      |     | 26.63     |
| 14045 - Computer Operator V                |      |     | 29.50     |
| 14071 - Computer Programmer I              | (see | 1)  | 25.26     |
| 14072 - Computer Programmer II             | (see | •   | 20.20     |
| 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 | ± / | 18.46     |
| Operator                                   |      |     | 10.10     |
| 14160 - Personal Computer Support          |      |     | 27.27     |
| Technician                                 |      |     | ~ / • ~ / |
| 14170 - System Support Specialist          |      |     | 43.01     |
| 15000 - Instructional Occupations          |      |     | 10.01     |
| 15010 - Aircrew Training Devices           |      |     | 32.09     |
| Instructor (Non-Rated)                     |      |     | 52.05     |
| 15020 - Aircrew Training Devices           |      |     | 38.83     |
| Instructor (Rated)                         |      |     | 50.05     |
| 15030 - Air Crew Training Devices          |      |     | 46.53     |
| Instructor (Pilot)                         |      |     | 40.55     |
| 15050 - Computer Based Training            |      |     | 32.09     |
|  |      |     | 52.09     |
| Specialist / Instructor                    |      |     | 10 26     |
| 15060 - Educational Technologist           |      |     | 40.26     |
| 15070 - Flight Instructor (Pilot)          |      |     |           |
| 15080 - Graphic Artist                     |      |     | 27.61     |
| 15085 - Maintenance Test Pilot Fixed       |      |     | 46.53     |
| Jet/Prop<br>15086 - Maintenance Test Pilot |      |     | 46.53     |
|  |      |     | 40.03     |
| Rotary Wing                                |      |     |           |

| 15000 Non Maintenance Mach (Ca  |       |
|---|-------|
| 15088 - Non-Maintenance Test/Co-<br>Pilot                             | 46.53 |
| 15090 - Technical Instructor  | 25.80 |
| 15090 - Technical Instructor/Course                                   | 31.56 |
| Developer   | 51.50 |
| 15110 - Test Proctor  | 20.83 |
| 15110 - Test Proctor<br>15120 - Tutor                                 | 20.83 |
| 16000 - Laundry Dry-Cleaning Pressing                                 | 20.03 |
| And Related Occupations   |       |
| 16010 - Assembler   | 13.23 |
| 16010 - Assembler<br>16030 - Counter Attendant                        | 13.23 |
| 16040 - Dry Cleaner   | 15.23 |
| 16040 - Dry Cleaner<br>16070 - Finisher Flatwork Machine              | 13.23 |
| 16090 - Presser Hand  | 13.23 |
| 16110 - Presser Machine Drycleaning                                   | 13.23 |
| 16130 - Presser Machine Drycleaning<br>16130 - Presser Machine Shirts | 13.23 |
|   |       |
| 16160 - Presser Machine Wearing                                       | 13.23 |
| Apparel Laundry   | 15.93 |
| 16190 - Sewing Machine Operator<br>16220 - Tailor                     | 16.79 |
| 16220 - Tallor<br>16250 - Washer Machine                              |       |
|   | 13.86 |
| 19000 - Machine Tool Operation And                                    |       |
| Repair Occupations  | 25.72 |
| 19010 - Machine-Tool Operator (Tool                                   | 23.72 |
| Room)<br>19040 - Tool And Die Maker                                   | 29.36 |
|   | 29.30 |
| 21000 - Materials Handling And Packing                                |       |
| Occupations<br>21020 - Forklift Operator                              | 18.46 |
| 21020 - Forkillt Operator<br>21030 - Material Coordinator             | 25.51 |
| 21030 - Material Coordinator<br>21040 - Material Expediter            | 25.51 |
| 21040 - Material Expediter<br>21050 - Material Handling Laborer       | 15.84 |
| 21030 - Material Handling Laborer<br>21071 - Order Filler             | 15.76 |
| 21071 - Order Filler<br>21080 - Production Line Worker (Food          | 18.46 |
| Processing)   | 10.40 |
| 21110 - Shipping Packer   | 19.31 |
| 21130 - Shipping/Receiving Clerk                                      | 19.31 |
| 21130 - Shipping/Receiving Clerk<br>21140 - Store Worker I            | 15.36 |
| 21140 - Stole Wolker 1<br>21150 - Stock Clerk                         | 19.29 |
| 21210 - Tools And Parts Attendant                                     | 18.46 |
| 21410 - Warehouse Specialist  | 18.46 |
| 23000 - Mechanics And Maintenance And                                 | 10.10 |
| Repair Occupations  |       |
| 23010 - Aerospace Structural Welder                                   | 34.75 |
| 23019 - Aircraft Logs and Records                                     | 29.67 |
| Technician  | 23.01 |
| 23021 - Aircraft Mechanic I   | 33.55 |
| 23022 - Aircraft Mechanic II  | 34.75 |
| 23023 - Aircraft Mechanic III   | 36.16 |
| LUVES AITOTATE Mechanic III   | JU.IU |

| 23040 - Aircraft Mechanic Helper                             | 26.97 |
|--|-------|
| 23050 - Aircraft Painter                                     | 32.22 |
| 23060 - Aircraft Servicer                                    | 29.67 |
| 23070 - Aircraft Survival Flight                             | 32.22 |
| Equipment Technician   |       |
| 23080 - Aircraft Worker                                      | 30.76 |
| 23091 - Aircrew Life Support                                 | 30.76 |
| Equipment (ALSE) Mechanic                                    | 000   |
| I  |       |
| 23092 - Aircrew Life Support                                 | 33.55 |
| Equipment (ALSE) Mechanic                                    | 55.55 |
|  |       |
| 23110 - Appliance Mechanic                                   | 29.38 |
|  |       |
| 23120 - Bicycle Repairer                                     | 25.98 |
| 23125 - Cable Splicer  | 47.49 |
| 23130 - Carpenter Maintenance                                | 26.86 |
| 23140 - Carpet Layer   | 28.29 |
| 23160 - Electrician Maintenance                              | 35.51 |
| 23181 - Electronics Technician                               | 28.11 |
| Maintenance I  |       |
| 23182 - Electronics Technician                               | 29.19 |
| Maintenance II   |       |
| 23183 - Electronics Technician                               | 30.24 |
| Maintenance III  |       |
| 23260 - Fabric Worker  | 27.29 |
| 23290 - Fire Alarm System Mechanic                           | 33.05 |
| 23310 - Fire Extinguisher Repairer                           | 25.98 |
| 23311 - Fuel Distribution System                             | 34.53 |
| Mechanic   |       |
| 23312 - Fuel Distribution System                             | 30.77 |
| Operator   |       |
| 23370 - General Maintenance Worker                           | 21.60 |
| 23380 - Ground Support Equipment                             | 33.55 |
| Mechanic   |       |
| 23381 - Ground Support Equipment                             | 29.67 |
| Servicer   | 20.01 |
| 23382 - Ground Support Equipment                             | 30.76 |
| Worker   | 00.70 |
| 23391 - Gunsmith I   | 25.98 |
| 23392 - Gunsmith II  | 28.29 |
| 23392 - Gunsmith III   | 30.44 |
| 23393 - Gunsmith III<br>23410 - Heating Ventilation And Air- | 29.73 |
| Conditioning   | 23.15 |
| Mechanic   |       |
|  | 20 77 |
| 23411 - Heating Ventilation And Air                          | 30.77 |
| Contidioning   |       |
| Mechanic (Research Facility)                                 |       |
| 23430 - Heavy Equipment Mechanic                             | 30.15 |
| 23440 - Heavy Equipment Operator                             | 30.30 |

| 23460 -   | Instrument Mechanic          | 29.28 |
|-----------|------------------------------|-------|
| 23465 -   | Laboratory/Shelter Mechanic  | 29.38 |
|           | Laborer                      | 14.91 |
|           | Locksmith                    | 28.26 |
|           | Machinery Maintenance        | 28.11 |
| Mechanic  |                              |       |
| 23550 -   | Machinist Maintenance        | 23.21 |
|           | Maintenance Trades Helper    | 19.38 |
|           | Metrology Technician I       | 29.28 |
|           | Metrology Technician II      | 30.30 |
|           | Metrology Technician III     | 31.27 |
|           | Millwright                   | 29.11 |
|           | Office Appliance Repairer    | 22.93 |
|           | Painter Maintenance          | 23.20 |
|           | Pipefitter Maintenance       | 30.38 |
|           | Plumber Maintenance          | 29.32 |
|           | Pneudraulic Systems Mechanic | 30.44 |
| 23850 -   |                              | 30.44 |
|           | Scale Mechanic               | 28.29 |
|           | Sheet-Metal Worker           | 33.15 |
| Maintenan |                              | 00.10 |
|           | Small Engine Mechanic        | 21.86 |
|           | Telecommunications Mechanic  | 29.96 |
| I         |                              | 23.30 |
| 23932 -   | Telecommunications Mechanic  | 31.01 |
| II        |                              | 01001 |
| 23950 -   | Telephone Lineman            | 36.56 |
|           | Welder Combination           | 22.84 |
| Maintenan | ce                           |       |
| 23965 -   | Well Driller                 | 29.28 |
| 23970 -   | Woodcraft Worker             | 30.44 |
| 23980 -   | Woodworker                   | 25.98 |
|           | ersonal Needs Occupations    |       |
| 24550 -   | Case Manager                 | 19.38 |
|           | Child Care Attendant         | 14.09 |
| 24580 -   | Child Care Center Clerk      | 17.56 |
| 24610 -   | Chore Aide                   | 15.22 |
| 24620 -   | Family Readiness And Support | 19.38 |
| Services  |                              |       |
| Coordin   | ator                         |       |
| 24630 -   | Homemaker                    | 22.09 |
| 25000 - P | lant And System Operations   |       |
| Occupatio | ns                           |       |
| 25010 -   | Boiler Tender                | 30.04 |
| 25040 -   | Sewage Plant Operator        | 29.09 |
|           | Stationary Engineer          | 30.04 |
| 25190 -   | Ventilation Equipment Tender | 24.25 |
|           | Water Treatment Plant        | 29.09 |
|           |                              |       |

| 27000 - Protective Service Occupations |      |     |           |
|--|------|-----|-----------|
| 27004 - Alarm Monitor                  |      |     | 22.81     |
| 27007 - Baggage Inspector              |      |     | 14.97     |
| 27008 - Corrections Officer            |      |     | 30.32     |
| 27010 - Court Security Officer         |      |     | 29.72     |
| 27030 - Detection Dog Handler          |      |     | 19.88     |
| 27040 - Detention Officer              |      |     | 30.32     |
| 27070 - Firefighter                    |      |     | 29.12     |
| 27101 - Guard I                        |      |     | 14.97     |
| 27102 - Guard II                       |      |     | 19.88     |
| 27131 - Police Officer I               |      |     | 29.08     |
| 27132 - Police Officer II              |      |     | 32.31     |
| 28000 - Recreation Occupations         |      |     |           |
| 28041 - Carnival Equipment Operator    |      |     | 17.01     |
| 28042 - Carnival Equipment Repairer    |      |     | 17.99     |
| 28043 - Carnival Worker                |      |     | 13.84     |
| 28210 - Gate Attendant/Gate Tender     |      |     | 18.03     |
| 28310 - Lifequard                      |      |     | 13.72     |
| 28350 - Park Attendant (Aide)          |      |     | 20.16     |
| 28510 - Recreation Aide/Health         |      |     | 14.71     |
| Facility Attendant                     |      |     | ± • • / ± |
| 28515 - Recreation Specialist          |      |     | 24.98     |
| 28630 - Sports Official                |      |     | 16.05     |
| 28690 - Swimming Pool Operator         |      |     | 19.59     |
| 29000 - Stevedoring/Longshoremen       |      |     | 13.03     |
| Occupational Services                  |      |     |           |
| 29010 - Blocker And Bracer             |      |     | 28.29     |
| 29020 - Hatch Tender                   |      |     | 28.29     |
| 29030 - Line Handler                   |      |     | 28.29     |
| 29041 - Stevedore I                    |      |     | 27.29     |
| 29042 - Stevedore II                   |      |     | 29.38     |
| 30000 - Technical Occupations          |      |     |           |
| 30010 - Air Traffic Control            | (see | 2)  | 44.86     |
| Specialist Center (HFO)                | (    | - / |           |
| 30011 - Air Traffic Control            | (see | 2)  | 30.93     |
| Specialist Station (HFO)               | (    | - / |           |
| 30012 - Air Traffic Control            |      |     | 34.06     |
| Specialist Terminal (HFO) (see 2)      |      |     |           |
| 30021 - Archeological Technician I     |      |     | 19.95     |
| 30022 - Archeological Technician II    |      |     | 22.31     |
| 30023 - Archeological Technician III   |      |     | 27.64     |
| 30030 - Cartographic Technician        |      |     | 27.64     |
| 30040 - Civil Engineering Technician   |      |     | 28.42     |
| 30051 - Cryogenic Technician I         |      |     | 30.61     |
| 30052 - Cryogenic Technician II        |      |     | 33.81     |
| 30061 - Drafter/CAD Operator I         |      |     | 19.95     |
| 30062 - Drafter/CAD Operator II        |      |     | 22.31     |
| 30063 - Drafter/CAD Operator III       |      |     | 24.87     |
| 30064 - Drafter/CAD Operator IV        |      |     | 30.61     |
|  |      |     |           |

|  | 10 00 |
|--|-------|
| 30081 - Engineering Technician I                 | 18.02 |
| 30082 - Engineering Technician II                | 20.24 |
| 30083 - Engineering Technician III               | 22.64 |
| 30084 - Engineering Technician IV                | 28.05 |
| 30085 - Engineering Technician V                 | 33.90 |
| 30086 - Engineering Technician VI                | 41.02 |
| 30090 - Environmental Technician                 | 26.20 |
| 30095 - Evidence Control Specialist              | 27.64 |
| 30210 - Laboratory Technician                    | 24.55 |
| 30221 - Latent Fingerprint                       | 30.61 |
| Technician I                                     |       |
| 30222 - Latent Fingerprint                       | 33.81 |
| Technician II                                    |       |
| 30240 - Mathematical Technician                  | 29.33 |
| 30361 - Paralegal/Legal Assistant I              | 21.98 |
| 30362 - Paralegal/Legal Assistant II             | 27.23 |
| 30363 - Paralegal/Legal Assistant                | 33.31 |
| III  |       |
| 30364 - Paralegal/Legal Assistant IV             | 40.29 |
| 30375 - Petroleum Supply Specialist              | 33.81 |
| 30390 - Photo-Optics Technician                  | 27.64 |
| 30395 - Radiation Control Technician             | 33.81 |
| 30461 - Technical Writer I                       | 27.82 |
| 30462 - Technical Writer II                      | 34.03 |
| 30463 - Technical Writer III                     | 41.18 |
| 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 |
| <b>30620 - Weather Observer Combined</b> (see 2) | 24.87 |
| Upper Air Or                                     |       |
| Surface Programs                                 |       |
| <b>30621 - Weather Observer Senior</b> (see 2)   | 27.64 |
| 31000 - Transportation/Mobile                    | _,.01 |
| Equipment Operation Occupations                  |       |
| 31010 - Airplane Pilot                           | 34.49 |
| 31020 - Bus Aide                                 | 19.02 |
| 31030 - Bus Driver                               | 24.05 |
| 31043 - Driver Courier                           | 17.34 |
| 31260 - Parking and Lot Attendant                | 14.82 |
| 31290 - Shuttle Bus Driver                       | 14.82 |
| 51290 - SHULLIE DUS DIIVEI                       | 10.02 |

| 31310 - Taxi Driver                 | 17.58 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 18.33 |
| 31362 - Truckdriver Medium          | 19.84 |
| 31363 - Truckdriver Heavy           | 25.38 |
| 31364 - Truckdriver Tractor-Trailer | 25.38 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 16.82 |
| 99030 - Cashier                     | 13.87 |
| 99050 - Desk Clerk                  | 14.31 |
| 99095 - Embalmer                    | 39.75 |
| 99130 - Flight Follower             | 28.51 |
| 99251 - Laboratory Animal Caretaker | 18.47 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 19.51 |
| II                                  |       |
| 99260 - Marketing Analyst           | 32.92 |
| 99310 - Mortician                   | 39.75 |
| 99410 - Pest Controller             | 19.84 |
| 99510 - Photofinishing Worker       | 16.02 |
| 99710 - Recycling Laborer           | 24.73 |
| 99711 - Recycling Specialist        | 28.18 |
| 99730 - Refuse Collector            | 22.92 |
| 99810 - Sales Clerk                 | 14.13 |
| 99820 - School Crossing Guard       | 17.17 |
| 99830 - Survey Party Chief          | 37.71 |
| 99831 - Surveying Aide              | 23.61 |
| 99832 - Surveying Technician        | 28.55 |
| 99840 - Vending Machine Attendant   | 20.49 |
| 99841 - Vending Machine Repairer    | 23.60 |
| 99842 - Vending Machine Repairer    | 20.49 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4099

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION WAGE DETERMINATION D.C. 20210 Wage Determination No.: 2015-4099 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 applies to the following towns in Worcester county: Lancaster Upton

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

| <b>OCCUPATION CODE - TITLE</b>     | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 17.35 |
| 01012 - Accounting Clerk II        |          | 19.49 |
| 01013 - Accounting Clerk III       |          | 21.79 |
| 01020 - Administrative Assistant   |          | 28.46 |
| 01035 - Court Reporter             |          | 20.86 |
| 01041 - Customer Service           |          | 15.79 |
| Representative I                   |          |       |

| 01042 - Customer Service                              | 17.24 |
|---|-------|
| Representative II                                     |       |
| 01043 - Customer Service<br>Representative III        | 19.36 |
| 01051 - Data Entry Operator I                         | 16.34 |
| 01052 - Data Entry Operator II                        | 17.83 |
| 01060 - Dispatcher Motor Vehicle                      | 22.18 |
| 01070 - Document Preparation Clerk                    | 20.11 |
| 01090 - Duplicating Machine Operator                  | 20.11 |
| 01111 - General Clerk I                               | 15.18 |
| 01112 - General Clerk II                              | 16.56 |
| 01113 - General Clerk III                             | 18.59 |
| 01120 - Housing Referral Assistant                    | 23.44 |
| 01141 - Messenger Courier                             | 17.20 |
| 01191 - Order Clerk I                                 | 16.98 |
| 01191 - Order Clerk I<br>01192 - Order Clerk II       | 18.53 |
| 01192 - Order Clerk II<br>01261 - Personnel Assistant | 17.48 |
|   | 1/.48 |
| (Employment) I  | 10 55 |
| 01262 - Personnel Assistant                           | 19.55 |
| (Employment) II                                       | 01 70 |
| 01263 - Personnel Assistant                           | 21.79 |
| (Employment) III                                      |       |
| 01270 - Production Control Clerk                      | 25.51 |
| 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                      | 19.84 |
| 01410 - Supply Technician                             | 28.46 |
| 01420 - Survey Worker                                 | 20.12 |
| 01460 - Switchboard                                   | 16.08 |
| Operator/Receptionist                                 |       |
| 01531 - Travel Clerk I                                | 15.68 |
| 01532 - Travel Clerk II                               | 17.08 |
| 01533 - Travel Clerk III                              | 18.01 |
| 01611 - Word Processor I                              | 16.11 |
| 01612 - Word Processor II                             | 18.08 |
| 01613 - Word Processor III                            | 20.22 |
| 05000 - Automotive Service Occupations                |       |
| 05005 - Automobile Body Repairer                      | 24.65 |
| Fiberglass  |       |
| 05010 - Automotive Electrician                        |       |
| 05040 - Automotive Glass Installer                    | 21.73 |
| 05070 - Automotive Worker                             | 21.73 |
| 05110 - Mobile Equipment Servicer                     | 19.95 |
| 05130 - Motor Equipment Metal                         | 23.38 |
| Mechanic  |       |
| 05160 - Motor Equipment Metal Worker                  | 21.73 |

| 05190 - Motor Vehicle Mechanic       | 23.38 |
|--------------------------------------|-------|
| 05220 - Motor Vehicle Mechanic       | 18.87 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 20.96 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 21.73 |
| 05310 - Painter Automotive           | 22.57 |
| 05340 - Radiator Repair Specialist   | 21.73 |
| 05370 - Tire Repairer                | 15.85 |
| 05400 - Transmission Repair          | 23.38 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 15.55 |
| 07041 - Cook I                       | 17.82 |
| 07042 - Cook II                      | 19.41 |
| 07070 - Dishwasher                   | 13.27 |
| 07130 - Food Service Worker          | 14.13 |
| 07210 - Meat Cutter                  | 21.53 |
| 07260 - Waiter/Waitress              | 13.85 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 22.70 |
| 09040 - Furniture Handler            | 15.46 |
| 09080 - Furniture Refinisher         | 21.02 |
| 09090 - Furniture Refinisher Helper  | 17.58 |
| 09110 - Furniture Repairer Minor     | 19.53 |
| 09130 - Upholsterer                  | 21.02 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 14.87 |
| 11060 - Elevator Operator            | 14.87 |
| 11090 - Gardener                     | 22.17 |
| 11122 - Housekeeping Aide            | 15.66 |
| 11150 - Janitor                      | 15.66 |
| 11210 - Laborer Grounds Maintenance  | 18.40 |
| 11240 - Maid or Houseman             | 14.55 |
| 11260 - Pruner                       | 17.06 |
| 11270 - Tractor Operator             | 20.97 |
| 11330 - Trail Maintenance Worker     | 18.40 |
| 11360 - Window Cleaner               | 16.89 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 22.03 |
| 12011 - Breath Alcohol Technician    | 25.15 |
| 12012 - Certified Occupational       | 32.13 |
| Therapist Assistant                  |       |
| 12015 - Certified Physical Therapist | 29.60 |
| Assistant                            |       |
| 12020 - Dental Assistant             | 24.70 |

| 12025 - Dental Hygienist             | 46.21 |
|--------------------------------------|-------|
| 12023 - EKG Technician               | 39.33 |
| 12030 - Electroneurodiagnostic       | 39.33 |
| Technologist                         | 59.55 |
| 12040 - Emergency Medical Technician | 22.03 |
| 12070 - Licensed Practical Nurse I   | 22.03 |
| 12072 - Licensed Practical Nurse II  | 25.15 |
| 12072 - Licensed Practical Nurse III | 28.03 |
| 12100 - Medical Assistant            | 19.47 |
| 12130 - Medical Laboratory           | 25.81 |
| Technician                           | 20.01 |
| 12160 - Medical Record Clerk         | 19.73 |
| 12190 - Medical Record Technician    | 24.29 |
| 12195 - Medical Transcriptionist     | 20.99 |
| 12210 - Nuclear Medicine             | 55.27 |
| Technologist                         |       |
| 12221 - Nursing Assistant I          | 12.87 |
| 12222 - Nursing Assistant II         | 14.46 |
| 12223 - Nursing Assistant III        | 15.78 |
| 12224 - Nursing Assistant IV         | 17.73 |
| 12235 - Optical Dispenser            | 27.06 |
| 12236 - Optical Technician           | 22.49 |
| 12250 - Pharmacy Technician          | 20.80 |
| 12280 - Phlebotomist                 | 20.06 |
| 12305 - Radiologic Technologist      | 38.11 |
| 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  | 31.15 |
| Testing)                             |       |
| 12320 - Substance Abuse Treatment    | 25.58 |
| 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           | 16.25 |
| 13054 - Library Information          | 28.03 |
| Technology Systems                   |       |

| Administrator                        |      |    |       |
|--------------------------------------|------|----|-------|
| 13058 - Library Technician           |      |    | 18.75 |
| 13061 - Media Specialist I           |      |    | 19.16 |
| 13062 - Media Specialist II          |      |    | 21.43 |
| 13063 - Media Specialist III         |      |    | 23.88 |
| 13071 - Photographer I               |      |    | 18.61 |
| 13072 - Photographer II              |      |    | 20.81 |
| 13073 - Photographer III             |      |    | 25.78 |
| 13074 - Photographer IV              |      |    | 31.54 |
| 13075 - Photographer V               |      |    | 38.16 |
| 13090 - Technical Order Library      |      |    | 18.67 |
| Clerk                                |      |    |       |
| 13110 - Video Teleconference         |      |    | 27.81 |
| 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) | 25.26 |
| 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    |      |    | 43.01 |
| 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     |      |    | 40.26 |
| 15070 - Flight Instructor (Pilot)    |      |    | 51.80 |
| 15080 - Graphic Artist               |      |    | 31.54 |
| 15085 - Maintenance Test Pilot Fixed |      |    | 46.53 |
| Jet/Prop                             |      |    |       |
| 15086 - Maintenance Test Pilot       |      |    | 46.53 |
| Rotary Wing                          |      |    |       |

| 15088 - Non-Maintenance Test/Co-                             | 46.53     |
|--|-----------|
| Pilot  | 40.33     |
| 15090 - Technical Instructor                                 | 25.80     |
| 15095 - Technical Instructor/Course                          | 31.56     |
| Developer  | 51.50     |
| 15110 - Test Proctor   | 20.83     |
| 15110 - Test Flottor<br>15120 - Tutor                        | 20.83     |
| 16000 - Laundry Dry-Cleaning Pressing                        | 20.05     |
| And Related Occupations                                      |           |
| 16010 - Assembler  | 13.23     |
| 16030 - Counter Attendant                                    | 13.23     |
| 16040 - Dry Cleaner  | 15.49     |
| 16070 - Finisher Flatwork Machine                            | 13.23     |
| 16090 - Presser Hand   | 13.23     |
| 16110 - Presser Machine Drycleaning                          | 13.23     |
| 16130 - Presser Machine Shirts                               | 13.23     |
| 16160 - Presser Machine Wearing                              | 13.23     |
| Apparel Laundry  | 13.23     |
| 16190 - Sewing Machine Operator                              | 16.14     |
| 16220 - Tailor   | 16.79     |
| 16250 - Washer Machine                                       | 13.86     |
| 19250 - Washer Machine<br>19000 - Machine Tool Operation And | 13.00     |
| Repair Occupations   |           |
| 19010 - Machine-Tool Operator (Tool                          | 25.72     |
| Room)  | 23.12     |
| 19040 - Tool And Die Maker                                   | 29.36     |
| 21000 - Materials Handling And Packing                       | 27.50     |
| Occupations  |           |
| 21020 - Forklift Operator                                    | 17.72     |
| 21020 - Material Coordinator                                 | 25.51     |
| 21040 - Material Expediter                                   | 25.51     |
| 21050 - Material Handling Laborer                            | 14.91     |
| 21071 - Order Filler   | 16.17     |
| 21080 - Production Line Worker (Food                         | 17.72     |
| Processing)  | 1 / • / Z |
| 21110 - Shipping Packer                                      | 19.31     |
| 21130 - Shipping/Receiving Clerk                             | 19.31     |
| 21140 - Store Worker I                                       | 15.36     |
| 21150 - Stock Clerk  | 19.29     |
| 21210 - Tools And Parts Attendant                            | 17.72     |
| 21410 - Warehouse Specialist                                 | 17.72     |
| 23000 - Mechanics And Maintenance And                        |           |
| Repair Occupations   |           |
| 23010 - Aerospace Structural Welder                          | 35.77     |
| 23019 - Aircraft Logs and Records                            | 28.09     |
| Technician   |           |
| 23021 - Aircraft Mechanic I                                  | 34.14     |
| 23022 - Aircraft Mechanic II                                 | 35.77     |
| 23023 - Aircraft Mechanic III                                | 36.92     |
|  |           |

| 23040 - Aircraft Mechanic Helper     | 24.99  |
|--------------------------------------|--------|
| 23050 - Aircraft Painter             | 29.50  |
| 23060 - Aircraft Servicer            | 28.09  |
| 23070 - Aircraft Survival Flight     | 29.50  |
| Equipment Technician                 |        |
| 23080 - Aircraft Worker              | 29.08  |
| 23091 - Aircrew Life Support         | 29.08  |
| Equipment (ALSE) Mechanic            | 29.00  |
| I                                    |        |
| 23092 - Aircrew Life Support         | 34.14  |
| Equipment (ALSE) Mechanic            | 71.16  |
| II                                   |        |
|                                      | 29.38  |
| 23110 - Appliance Mechanic           |        |
| 23120 - Bicycle Repairer             | 25.18  |
| 23125 - Cable Splicer                | 47.49  |
| 23130 - Carpenter Maintenance        | 28.56  |
| 23140 - Carpet Layer                 | 28.29  |
| 23160 - Electrician Maintenance      | 35.91  |
| 23181 - Electronics Technician       | 29.03  |
| Maintenance I                        |        |
| 23182 - Electronics Technician       | 30.35  |
| Maintenance II                       |        |
| 23183 - Electronics Technician       | 31.68  |
| Maintenance III                      |        |
| 23260 - Fabric Worker                | 27.29  |
| 23290 - Fire Alarm System Mechanic   | 33.05  |
| 23310 - Fire Extinguisher Repairer   | 25.98  |
| 23311 - Fuel Distribution System     | 31.11  |
| Mechanic                             |        |
| 23312 - Fuel Distribution System     | 25.49  |
| Operator                             | 20010  |
| 23370 - General Maintenance Worker   | 23.18  |
| 23380 - Ground Support Equipment     | 34.14  |
| Mechanic                             | 51.11  |
| 23381 - Ground Support Equipment     | 28.09  |
| Servicer                             | 20.05  |
| 23382 - Ground Support Equipment     | 29.08  |
| Worker                               | 29.00  |
| 23391 - Gunsmith I                   | 25 0.0 |
|                                      | 25.98  |
| 23392 - Gunsmith II                  | 28.29  |
| 23393 - Gunsmith III                 | 30.44  |
| 23410 - Heating Ventilation And Air- | 29.73  |
| Conditioning                         |        |
| Mechanic                             |        |
| 23411 - Heating Ventilation And Air  | 30.77  |
| Contidioning                         |        |
| Mechanic (Research Facility)         |        |
| 23430 - Heavy Equipment Mechanic     | 30.15  |
| 23440 - Heavy Equipment Operator     | 30.30  |
|                                      |        |

| 23460 -   | Instrument Mechanic          | 29.28 |
|-----------|------------------------------|-------|
| 23465 -   | Laboratory/Shelter Mechanic  | 29.38 |
|           | Laborer                      | 15.05 |
|           | Locksmith                    | 28.26 |
|           | Machinery Maintenance        | 28.11 |
| Mechanic  |                              |       |
| 23550 -   | Machinist Maintenance        | 25.30 |
|           | Maintenance Trades Helper    | 19.59 |
|           | Metrology Technician I       | 29.28 |
|           | Metrology Technician II      | 30.30 |
|           | Metrology Technician III     | 31.27 |
|           | Millwright                   | 29.11 |
|           | Office Appliance Repairer    | 24.24 |
|           | Painter Maintenance          | 24.24 |
|           | Pipefitter Maintenance       | 30.38 |
|           | Plumber Maintenance          | 29.32 |
|           | Pneudraulic Systems Mechanic | 30.44 |
| 23850 -   | _                            | 30.44 |
|           | Scale Mechanic               | 28.29 |
|           | Sheet-Metal Worker           | 33.15 |
| Maintenan |                              | 00.10 |
|           | Small Engine Mechanic        | 23.18 |
|           | Telecommunications Mechanic  | 29.96 |
| I         |                              | 23.30 |
| —         | Telecommunications Mechanic  | 31.01 |
| II        |                              | 01.01 |
|           | Telephone Lineman            | 36.83 |
|           | Welder Combination           | 25.30 |
| Maintenan |                              |       |
|           | Well Driller                 | 29.28 |
|           | Woodcraft Worker             | 30.44 |
|           | Woodworker                   | 25.98 |
|           | ersonal Needs Occupations    |       |
|           | Case Manager                 | 15.78 |
|           | Child Care Attendant         | 14.11 |
| 24580 -   | Child Care Center Clerk      | 17.60 |
| 24610 -   | Chore Aide                   | 15.26 |
| 24620 -   | Family Readiness And Support | 15.78 |
| Services  |                              |       |
| Coordin   | ator                         |       |
| 24630 -   | Homemaker                    | 19.55 |
| 25000 - P | lant And System Operations   |       |
| Occupatio |                              |       |
| -         | Boiler Tender                | 30.04 |
| 25040 -   | Sewage Plant Operator        | 29.09 |
|           | Stationary Engineer          | 30.04 |
|           | blactonary ingineer          | 50.01 |
| 25190 -   | Ventilation Equipment Tender | 24.25 |
|           |                              |       |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 22.81 |
| 27007 - Baggage Inspector              |      |    | 15.85 |
| 27008 - Corrections Officer            |      |    | 30.32 |
| 27010 - Court Security Officer         |      |    | 29.72 |
| 27030 - Detection Dog Handler          |      |    | 18.95 |
| 27040 - Detention Officer              |      |    | 30.32 |
| 27070 - Firefighter                    |      |    | 29.12 |
| 27101 - Guard I                        |      |    | 15.85 |
| 27102 - Guard II                       |      |    | 18.95 |
| 27131 - Police Officer I               |      |    | 27.85 |
| 27132 - Police Officer II              |      |    | 30.95 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 17.01 |
| 28042 - Carnival Equipment Repairer    |      |    | 17.99 |
| 28043 - Carnival Worker                |      |    | 13.84 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 18.03 |
| 28310 - Lifeguard                      |      |    | 14.17 |
| 28350 - Park Attendant (Aide)          |      |    | 20.16 |
| 28510 - Recreation Aide/Health         |      |    | 14.71 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 24.98 |
| 28630 - Sports Official                |      |    | 16.05 |
| 28690 - Swimming Pool Operator         |      |    | 19.59 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 28.29 |
| 29020 - Hatch Tender                   |      |    | 28.29 |
| 29030 - Line Handler                   |      |    | 28.29 |
| 29041 - Stevedore I                    |      |    | 27.29 |
| 29042 - Stevedore II                   |      |    | 29.38 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 44.86 |
| Specialist Center (HFO)                |      |    |       |
| 30011 - Air Traffic Control            | (see | 2) | 30.93 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 34.06 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 21.07 |
| 30022 - Archeological Technician II    |      |    | 23.57 |
| 30023 - Archeological Technician III   |      |    | 29.20 |
| 30030 - Cartographic Technician        |      |    | 29.20 |
| 30040 - Civil Engineering Technician   |      |    | 28.42 |
| 30051 - Cryogenic Technician I         |      |    | 30.61 |
| 30052 - Cryogenic Technician II        |      |    | 33.81 |
| 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 |
| •                                      |      |    |       |

|  | 10 00 |
|--|-------|
| 30081 - Engineering Technician I   | 18.02 |
| 30082 - Engineering Technician II  | 20.24 |
| 30083 - Engineering Technician III   | 22.64 |
| 30084 - Engineering Technician IV  | 28.05 |
| 30085 - Engineering Technician V   | 34.31 |
| 30086 - Engineering Technician VI  | 41.50 |
| 30090 - Environmental Technician   | 28.49 |
| 30095 - Evidence Control Specialist  | 27.64 |
| 30210 - Laboratory Technician  | 24.55 |
| 30221 - Latent Fingerprint<br>Technician I                                 | 30.61 |
| 30222 - Latent Fingerprint   | 33.81 |
| Technician II  | JJ.01 |
| 30240 - Mathematical Technician  | 32.12 |
|  |       |
| 30361 - Paralegal/Legal Assistant I  | 21.98 |
| 30362 - Paralegal/Legal Assistant II                                       | 27.23 |
| 30363 - Paralegal/Legal Assistant  | 33.31 |
|  | 40.29 |
| 30364 - Paralegal/Legal Assistant IV                                       | 40.29 |
| 30375 - Petroleum Supply Specialist  | 29.20 |
| 30390 - Photo-Optics Technician<br>30395 - Radiation Control Technician    |       |
|  | 33.81 |
| 30461 - Technical Writer I<br>30462 - Technical Writer II                  | 28.66 |
| 30462 - Technical Writer II<br>30463 - Technical Writer III                | 35.06 |
|  | 42.43 |
| 30491 - Unexploded Ordnance (UXO)  | 28.51 |
| Technician I   | 34.49 |
| 30492 - Unexploded Ordnance (UXO)<br>Technician II                         | 54.49 |
| 30493 - Unexploded Ordnance (UXO)  | 41.34 |
| Technician III   | 41.34 |
|  | 28.51 |
| 30494 - Unexploded (UXO) Safety  | 20.J1 |
| Escort   | 20 51 |
| 30495 - Unexploded (UXO) Sweep<br>Personnel                                | 28.51 |
| 30501 - Weather Forecaster I   | 22 24 |
|  | 32.34 |
| 30502 - Weather Forecaster II<br>30620 - Weather Observer Combined (see 2) | 39.33 |
|  | 26.27 |
| Upper Air Or   |       |
| Surface Programs   | 20 20 |
| <b>30621 - Weather Observer Senior</b> (see 2)                             | 29.20 |
| 31000 - Transportation/Mobile  |       |
| Equipment Operation Occupations  | 31 10 |
| 31010 - Airplane Pilot<br>21020 - Bug Aido                                 | 34.49 |
| 31020 - Bus Aide   | 19.02 |
| 31030 - Bus Driver   | 24.05 |
| 31043 - Driver Courier   | 17.34 |
| 31260 - Parking and Lot Attendant  | 14.82 |
| 31290 - Shuttle Bus Driver   | 18.62 |

| 31310 - Taxi Driver                 | 16.25 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 18.33 |
| 31362 - Truckdriver Medium          | 19.25 |
| 31363 - Truckdriver Heavy           | 25.38 |
| 31364 - Truckdriver Tractor-Trailer | 25.38 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 16.82 |
| 99030 - Cashier                     | 13.87 |
| 99050 - Desk Clerk                  | 14.31 |
| 99095 - Embalmer                    | 39.85 |
| 99130 - Flight Follower             | 28.51 |
| 99251 - Laboratory Animal Caretaker | 18.60 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 19.66 |
| II                                  |       |
| 99260 - Marketing Analyst           | 32.92 |
| 99310 - Mortician                   | 39.85 |
| 99410 - Pest Controller             | 20.42 |
| 99510 - Photofinishing Worker       | 16.82 |
| 99710 - Recycling Laborer           | 24.73 |
| 99711 - Recycling Specialist        | 28.18 |
| 99730 - Refuse Collector            | 22.92 |
| 99810 - Sales Clerk                 | 14.13 |
| 99820 - School Crossing Guard       | 17.17 |
| 99830 - Survey Party Chief          | 31.38 |
| 99831 - Surveying Aide              | 20.76 |
| 99832 - Surveying Technician        | 28.55 |
| 99840 - Vending Machine Attendant   | 20.49 |
| 99841 - Vending Machine Repairer    | 23.60 |
| 99842 - Vending Machine Repairer    | 20.49 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4101

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION WAGE DETERMINATION D.C. 20210 Wage Determination No.: 2015-4101 Revision No.: 18 Date Of Last Revision: 12/27/2021

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

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

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

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

This wage determination applies to the following localities in Massachusetts:

Hampden county: Brimfield Holland

Worcester county: Hubbardston New Braintree Oakham Sturbridge Warren West Brookfield

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

| <b>OCCUPATION CODE - TITLE</b>     | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 17.35 |
| 01012 - Accounting Clerk II        |          | 19.49 |
| 01013 - Accounting Clerk III       |          | 21.79 |
| 01020 - Administrative Assistant   |          | 28.46 |
| 01035 - Court Reporter             |          | 19.44 |

| 01041 - Customer Service         15.79           Representative I         17.24           Representative II         17.24           01043 - Customer Service         17.24           Representative II         16.34           01051 - Data Entry Operator I         16.34           01052 - Data Entry Operator II         17.83           01060 - Dispatcher Motor Vehicle         22.18           01070 - Document Preparation Clerk         20.11           01111 - General Clerk I         15.18           01120 - Housing Referral Assistant         22.15           01120 - Housing Referral Assistant         22.15           01120 - Order Clerk I         18.53           01261 - Personnel Assistant         17.48           (Employment) I         11           01262 - Personnel Assistant         21.79           (Employment) III         19.85           01263 - Personnel Assistant         21.79           (Employment) III         19.87           01313 - Secretary II         19.87           01313 - Secretary II         19.84           01410 - Surphy Technician         28.46           01420 - Survey Worker         20.12           01313 - Secretary II         19.84           01410 - Surphy Tec   |                                   |             |       |
|---|-----------------------------------|-------------|-------|
| 01042 - Customer Service         17.24           Representative II         19.36           Representative III         16.34           01051 - Data Entry Operator I         16.34           01052 - Data Entry Operator II         17.83           01060 - Dispatcher Motor Vehicle         22.18           01070 - Document Preparation Clerk         20.11           01090 - Duplicating Machine Operator         20.11           01111 - General Clerk I         15.18           01112 - General Clerk II         16.56           01113 - General Clerk III         16.98           01120 - Housing Referral Assistant         22.15           01121 - Order Clerk I         16.98           01192 - Order Clerk II         18.53           01262 - Personnel Assistant         17.48           (Employment) I         01263 - Personnel Assistant         21.79           (Employment) III         01270 - Production Control Clerk         25.51           01300 - Scheduler Maintenance         17.77           01313 - Secretary I         17.77           01313 - Secretary III         22.15           01320 - Service Order Dispatcher         28.46           01410 - Supply Technician         28.46           01531 - Travel Clerk I         16.88     <                                       |                                   |             | 15.79 |
| Representative II         19.36           Representative III         16.34           01051 - Data Entry Operator I         16.34           01052 - Data Entry Operator II         17.83           01060 - Dispatcher Motor Vehicle         22.18           01070 - Document Preparation Clerk         20.11           01090 - Duplicating Machine Operator         20.11           01111 - General Clerk I         15.18           01120 - Housing Referral Assistant         22.15           01141 - Messenger Courier         17.20           01192 - Order Clerk II         18.53           01261 - Personnel Assistant         19.55           (Employment) I         19.55           (Employment) III         11.77           01262 - Personnel Assistant         21.79           (Employment) III         21.79           (Employment) III         17.77           01270 - Production Control Clerk         25.51           01290 - Rental Clerk I         19.87           01311 - Secretary II         17.77           01312 - Secretary III         22.15           01320 - Service Order Dispatcher         19.84           01410 - Supply Technician         28.46           01420 - Survice Morker         20.61   | -                                 |             | 17 04 |
| 01043 - Customer Service         19.36           Representative III         10051           01051 - Data Entry Operator I         16.34           01052 - Data Entry Operator II         17.83           01060 - Dispatcher Motor Vehicle         22.18           01070 - Document Preparation Clerk         20.11           01111 - General Clerk I         15.18           01112 - General Clerk II         16.56           01113 - General Clerk III         18.59           01120 - Housing Referral Assistant         22.15           01141 - Messenger Courier         17.20           01191 - Order Clerk II         18.59           01261 - Personnel Assistant         19.55           (Employment) I         1           01262 - Personnel Assistant         21.79           (Employment) II         19.55           01290 - Rental Clerk Maintenance         17.77           01312 - Secretary II         19.77           01312 - Secretary II         19.87           01320 - Survice Order Dispatcher         20.12           01460 - Switchboard         16.08           01410 - Supply Technician         28.46           01420 - Survey Worker         20.12           01460 - Switchboard         16.08  |                                   |             | 17.24 |
| Representative III       16.34         01051 - Data Entry Operator I       16.34         01052 - Data Entry Operator II       17.83         01060 - Dispatcher Motor Vehicle       22.18         01070 - Document Preparation Clerk       20.11         01090 - Duplicating Machine Operator       20.11         01111 - General Clerk I       15.18         01112 - General Clerk II       16.56         01113 - General Clerk II       16.56         01120 - Housing Referral Assistant       22.15         01141 - Messenger Courier       17.20         01191 - Order Clerk I       18.53         01262 - Personnel Assistant       17.48         (Employment) I       01263 - Personnel Assistant       21.79         (Employment) III       01270 - Production Control Clerk       25.51         01300 - Scheduler Maintenance       17.77         01311 - Secretary I       19.87         01312 - Secretary II       19.87         01313 - Secretary III       22.15         01320 - Survice Order Dispatcher       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.82         01532 - Travel Clerk II       17.77         01513 - Travel Clerk III       15.82   | -                                 |             | 19 36 |
| 01051 - Data Entry Operator I         16.34           01052 - Data Entry Operator II         17.83           01060 - Dispatcher Motor Vehicle         22.18           01070 - Document Preparation Clerk         20.11           01090 - Duplicating Machine Operator         20.11           01111 - General Clerk I         15.18           01112 - General Clerk II         16.56           01113 - General Clerk III         18.59           01120 - Housing Referral Assistant         22.15           01141 - Messenger Courier         17.20           01191 - Order Clerk I         18.53           01261 - Personnel Assistant         19.55           (Employment) I         01262 - Personnel Assistant         19.55           (Employment) III         01263 - Personnel Assistant         19.77           01270 - Production Control Clerk         25.51           01290 - Rental Clerk Maintenance         17.77           01311 - Secretary II         17.77           01312 - Secretary III         19.87           01313 - Secretary III         19.84           01410 - Supply Technician         28.46           01420 - Switchboard         16.08           01531 - Travel Clerk II         17.08           01531 - Travel Clerk II         19.87 <th></th> <th></th> <th>10.00</th>   |                                   |             | 10.00 |
| 01052 - Data Entry Operator II         17.83           01060 - Dispatcher Motor Vehicle         22.18           01070 - Document Preparation Clerk         20.11           01090 - Duplicating Machine Operator         20.11           01111 - General Clerk I         15.18           01112 - General Clerk II         16.56           01113 - General Clerk III         16.56           01120 - Housing Referral Assistant         22.15           01141 - Messenger Courier         17.20           01191 - Order Clerk I         16.98           01122 - Order Clerk II         18.53           01261 - Personnel Assistant         17.48           (Employment) I         01263 - Personnel Assistant         21.79           (Employment) III         01270 - Production Control Clerk         25.51           01290 - Rental Clerk Maintenance         17.77           01311 - Secretary I         17.77           01312 - Secretary III         22.15           01320 - Service Order Dispatcher         19.84           01410 - Supply Technician         28.46           01420 - Survey Worker         20.12           01531 - Travel Clerk II         15.82           01532 - Travel Clerk II         19.87           01533 - Travel Clerk II         19.87 <th>-</th> <th></th> <th>16 34</th> | -                                 |             | 16 34 |
| 01060 - Dispatcher Motor Vehicle         22.18           01070 - Document Preparation Clerk         20.11           01090 - Duplicating Machine Operator         20.11           01111 - General Clerk II         15.18           01112 - General Clerk II         16.56           01113 - General Clerk III         18.59           01120 - Housing Referral Assistant         22.15           01141 - Messenger Courier         17.20           01191 - Order Clerk II         18.53           01261 - Personnel Assistant         19.55           (Employment) I         01262 - Personnel Assistant         21.79           (Employment) III         01263 - Personnel Assistant         21.79           (Employment) III         01270 - Production Control Clerk         25.51           01300 - Scheduler Maintenance         17.77           01311 - Secretary I         17.77           01312 - Secretary II         22.15           01400 - Switchboard         16.08           01410 - Supply Technician         28.46           01420 - Survey Worker         20.12           01460 - Switchboard         16.08           01531 - Travel Clerk II         17.08           01532 - Travel Clerk III         17.77           01513 - Word Processor II  |                                   |             |       |
| 01070 - Document Preparation Clerk         20.11           01090 - Duplicating Machine Operator         20.11           01111 - General Clerk I         15.18           01112 - General Clerk II         16.56           01113 - General Clerk III         18.59           01120 - Housing Referral Assistant         22.15           01141 - Messenger Courier         17.20           01192 - Order Clerk I         16.98           01192 - Order Clerk II         18.53           01261 - Personnel Assistant         17.40           (Employment) I         01263 - Personnel Assistant         21.79           (Employment) III         01270 - Production Control Clerk         25.51           01290 - Rental Clerk         16.42           01300 - Scheduler Maintenance         17.77           01312 - Secretary I         19.87           01313 - Secretary II         22.15           01320 - Service Order Dispatcher         19.84           01410 - Suply Technician         28.46           01420 - Survey Worker         20.12           01531 - Travel Clerk II         15.68           01532 - Travel Clerk II         17.82           01611 - Word Processor II         15.82           01612 - Word Processor III         19.87 <t< th=""><th></th><th></th><th></th></t<>             |                                   |             |       |
| 01090 - Duplicating Machine Operator         20.11           01111 - General Clerk I         15.18           01112 - General Clerk II         16.56           01113 - General Clerk III         18.59           01120 - Housing Referral Assistant         22.15           01141 - Messenger Courier         17.20           01191 - Order Clerk I         16.98           01192 - Order Clerk II         18.53           01261 - Personnel Assistant         19.55           (Employment) I         01263 - Personnel Assistant         21.79           (Employment) III         01270 - Production Control Clerk         25.51           01290 - Rental Clerk         16.42         01300 - Scheduler Maintenance         17.77           01311 - Secretary I         17.77         1312 - Secretary III         19.87           01320 - Service Order Dispatcher         19.84         01400 - Supply Technician         28.46           01420 - Survey Worker         20.12         01531 - Travel Clerk II         17.08           01532 - Travel Clerk III         17.70         1531 - Travel Clerk III         18.01           01611 - Word Processor II         17.77         1533 - Travel Clerk III         17.77           01533 - Travel Clerk III         19.77         19.77         19.77   | -                                 |             |       |
| 01111 - General Clerk I       15.18         01112 - General Clerk II       16.56         01113 - General Clerk III       18.59         01120 - Housing Referral Assistant       22.15         01141 - Messenger Courier       17.20         01191 - Order Clerk I       16.98         01192 - Order Clerk II       18.53         01261 - Personnel Assistant       19.55         (Employment) I       1         01263 - Personnel Assistant       21.79         (Employment) III       1         01270 - Production Control Clerk       25.51         01290 - Rental Clerk       16.42         01300 - Scheduler Maintenance       17.77         01311 - Secretary I       17.77         01312 - Secretary III       19.87         01313 - Secretary III       22.15         01320 - Survey Worker       20.12         01400 - Survey Worker       20.12         01410 - Supply Technician       28.46         01531 - Travel Clerk II       17.08         01532 - Travel Clerk II       17.08         01533 - Travel Clerk III       19.87         0553 - Travel Clerk III       19.87         05000 - Automotive Service Occupations       05005 - Automobile Body Repairer       22.72 </th <th>-</th> <th></th> <th></th>   | -                                 |             |       |
| 01112 - General Clerk II       16.56         01113 - General Clerk III       18.59         01120 - Housing Referal Assistant       22.15         01141 - Messenger Courier       17.20         01191 - Order Clerk I       16.98         01192 - Order Clerk II       18.53         01261 - Personnel Assistant       17.48         (Employment) I       1         01263 - Personnel Assistant       21.79         (Employment) II       1         01270 - Production Control Clerk       25.51         01290 - Rental Clerk       16.42         01300 - Scheduler Maintenance       17.77         01311 - Secretary I       17.77         01312 - Secretary III       19.87         01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.68         01532 - Travel Clerk II       17.77         01613 - Word Processor II       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       05005 - Automobile Body Repairer       22.72  |                                   |             |       |
| 01113 - General Clerk III         18.59           01120 - Housing Referral Assistant         22.15           01141 - Messenger Courier         17.20           01191 - Order Clerk I         16.98           01192 - Order Clerk II         18.53           01261 - Personnel Assistant         17.48           (Employment) I         19.55           (Employment) II         19.55           01263 - Personnel Assistant         21.79           (Employment) III         11.77           01263 - Personnel Assistant         25.51           01290 - Rental Clerk         25.51           01290 - Rental Clerk         16.42           01300 - Scheduler Maintenance         17.77           01311 - Secretary I         19.87           01313 - Secretary III         22.15           01320 - Service Order Dispatcher         19.84           01410 - Supply Technician         28.46           01420 - Swivey Worker         20.12           01531 - Travel Clerk II         17.08           01532 - Travel Clerk II         17.08           01533 - Travel Clerk II         17.77           01613 - Word Processor II         17.77           01613 - Word Processor III         19.87           05000 - Automotive Serv   |                                   |             |       |
| 01120 - Housing Referral Assistant       22.15         01141 - Messenger Courier       17.20         01191 - Order Clerk I       16.98         01192 - Order Clerk II       18.53         01261 - Personnel Assistant       17.48         (Employment) I       19.55         (Employment) II       19.55         01263 - Personnel Assistant       21.79         (Employment) II       01270 - Production Control Clerk       25.51         01290 - Rental Clerk       16.42         01300 - Scheduler Maintenance       17.77         01312 - Secretary I       19.87         01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01531 - Travel Clerk II       17.08         01533 - Travel Clerk III       19.87         01612 - Word Processor II       19.87         05000 - Automotive Service Occupations       05005 - Automotive Service Occupations         05001 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73   |                                   |             |       |
| 01141 - Messenger Courier         17.20           01191 - Order Clerk I         16.98           01192 - Order Clerk II         18.53           01261 - Personnel Assistant         17.48           (Employment) I         01262 - Personnel Assistant         19.55           (Employment) II         01263 - Personnel Assistant         21.79           (Employment) III         01270 - Production Control Clerk         25.51           01290 - Rental Clerk         16.42           01300 - Scheduler Maintenance         17.77           01311 - Secretary I         17.77           01312 - Secretary III         19.87           01313 - Secretary III         22.15           01400 - Survey Worker         20.12           01410 - Supply Technician         28.46           01420 - Survey Worker         20.12           01531 - Travel Clerk I         15.68           01532 - Travel Clerk II         17.08           01533 - Travel Clerk III         17.77           01611 - Word Processor I         15.82           01612 - Word Processor III         19.87           05000 - Automotive Service Occupations         05005 - Automotive Service Occupations           05001 - Automotive Glass Installer         21.73           05070 - Automotive Gla                                  |                                   |             |       |
| 01191 - Order Clerk I       16.98         01192 - Order Clerk II       18.53         01261 - Personnel Assistant       17.48         (Employment) I       1         01262 - Personnel Assistant       19.55         (Employment) II       19.55         01263 - Personnel Assistant       21.79         (Employment) III       11         01263 - Personnel Assistant       21.79         (Employment) III       11         01270 - Production Control Clerk       25.51         01290 - Rental Clerk       16.42         01300 - Scheduler Maintenance       17.77         01311 - Secretary I       17.77         01312 - Secretary III       19.87         01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01531 - Travel Clerk I       15.68         01532 - Travel Clerk II       17.08         01533 - Travel Clerk II       17.77         01613 - Word Processor I       15.82         01612 - Word Processor II       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations  | -                                 |             | 22.15 |
| 01192 - Order Clerk II       18.53         01261 - Personnel Assistant       17.48         (Employment) I       1         01262 - Personnel Assistant       19.55         (Employment) II       21.79         (Employment) III       21.79         (Employment) III       21.79         (Employment) III       10.270 - Production Control Clerk       25.51         01290 - Rental Clerk       16.42         01300 - Scheduler Maintenance       17.77         01311 - Secretary I       19.87         01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.68         01531 - Travel Clerk II       17.08         01533 - Travel Clerk II       17.08         01611 - Word Processor II       15.82         01612 - Word Processor III       19.87         05005 - Automotive Service Occupations       22.72         Fiberglass       50500 - Automotive Glass Installer       22.73         05040 - Automotive Glass Installer       21.73         05070 - Automotive Worker   | -                                 |             | 17.20 |
| 01261 - Personnel Assistant       17.48         (Employment) I       19.55         (Employment) II       21.79         01263 - Personnel Assistant       21.79         (Employment) III       21.79         01270 - Production Control Clerk       25.51         01290 - Rental Clerk       16.42         01300 - Scheduler Maintenance       17.77         01311 - Secretary I       19.87         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.68         01533 - Travel Clerk II       17.77         01611 - Word Processor I       15.82         01612 - Word Processor III       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       22.72         05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73   | 01191 - Order Clerk I             |             | 16.98 |
| (Employment) I01262 - Personnel Assistant19.55(Employment) II21.7901263 - Personnel Assistant21.79(Employment) III01270 - Production Control Clerk25.5101290 - Rental Clerk16.4201300 - Scheduler Maintenance17.7701311 - Secretary I19.8701312 - Secretary III22.1501320 - Service Order Dispatcher19.8401410 - Supply Technician28.4601420 - Survey Worker20.1201460 - Switchboard16.08Operator/Receptionist15.6801532 - Travel Clerk II17.0801533 - Travel Clerk III19.8701611 - Word Processor II15.8201612 - Word Processor III19.8705000 - Automotive Service Occupations22.72Fiberglass22.7205040 - Automotive Glass Installer21.7305070 - Automotive Worker21.73  | 01192 - Order Clerk II            |             | 18.53 |
| 01262 - Personnel Assistant       19.55         (Employment) II       21.79         (Employment) III       21.79         (Employment) III       25.51         01270 - Production Control Clerk       25.51         01290 - Rental Clerk       16.42         01300 - Scheduler Maintenance       17.77         01311 - Secretary I       17.77         01312 - Secretary II       19.87         01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.68         01533 - Travel Clerk I       15.82         01611 - Word Processor I       15.82         01612 - Word Processor III       17.77         01613 - Word Processor III       17.77         01613 - Word Processor III       17.77         01613 - Word Processor III       22.72         Fiberglass       22.72         05000 - Automotive Service Occupations       05005 - Automotive Service Occupations         05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73 </th <th>01261 - Personnel Assistant</th> <th></th> <th>17.48</th>  | 01261 - Personnel Assistant       |             | 17.48 |
| (Employment) II       01263 - Personnel Assistant       21.79         (Employment) III       01270 - Production Control Clerk       25.51         01290 - Rental Clerk       16.42         01300 - Scheduler Maintenance       17.77         01311 - Secretary I       17.77         01312 - Secretary III       19.87         01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.68         01531 - Travel Clerk I       15.68         01532 - Travel Clerk III       17.08         01611 - Word Processor I       15.82         01612 - Word Processor II       17.77         01613 - Word Processor III       19.87         05005 - Automobile Body Repairer       22.72         Fiberglass       22.72         05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73  | (Employment) I                    |             |       |
| 01263 - Personnel Assistant       21.79         (Employment) III       01270 - Production Control Clerk       25.51         01290 - Rental Clerk       16.42         01300 - Scheduler Maintenance       17.77         01311 - Secretary I       17.77         01312 - Secretary III       19.87         01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.68         01532 - Travel Clerk II       17.08         01533 - Travel Clerk III       17.77         01611 - Word Processor I       15.82         01612 - Word Processor III       17.77         01613 - Word Processor III       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       05005 - Automobile Body Repairer       22.72         Fiberglass       05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73  | 01262 - Personnel Assistant       |             | 19.55 |
| 01263 - Personnel Assistant       21.79         (Employment) III       01270 - Production Control Clerk       25.51         01290 - Rental Clerk       16.42         01300 - Scheduler Maintenance       17.77         01311 - Secretary I       17.77         01312 - Secretary III       19.87         01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.68         01532 - Travel Clerk II       17.08         01533 - Travel Clerk III       17.77         01611 - Word Processor I       15.82         01612 - Word Processor III       17.77         01613 - Word Processor III       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       05005 - Automobile Body Repairer       22.72         Fiberglass       05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73  | (Employment) II                   |             |       |
| (Employment) III       01270 - Production Control Clerk       25.51         01290 - Rental Clerk       16.42         01300 - Scheduler Maintenance       17.77         01311 - Secretary I       17.77         01312 - Secretary III       19.87         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.68         01531 - Travel Clerk II       17.77         01612 - Word Processor II       15.82         01612 - Word Processor II       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73   |                                   |             | 21.79 |
| 01270 - Production Control Clerk       25.51         01290 - Rental Clerk       16.42         01300 - Scheduler Maintenance       17.77         01311 - Secretary I       17.77         01312 - Secretary II       19.87         01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       17.08         01531 - Travel Clerk I       17.08         01532 - Travel Clerk III       17.08         01533 - Travel Clerk III       19.87         01611 - Word Processor I       15.82         01612 - Word Processor II       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       05005 - Automobile Body Repairer       22.72         Fiberglass       05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73  |                                   |             |       |
| 01290 - Rental Clerk       16.42         01300 - Scheduler Maintenance       17.77         01311 - Secretary I       17.77         01312 - Secretary II       19.87         01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.68         01531 - Travel Clerk I       17.08         01533 - Travel Clerk III       17.08         01611 - Word Processor I       15.82         01612 - Word Processor II       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       05005 - Automobile Body Repairer       22.72         Fiberglass       05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73       21.73  |                                   |             | 25.51 |
| 01300 - Scheduler Maintenance       17.77         01311 - Secretary I       17.77         01312 - Secretary II       19.87         01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.68         01531 - Travel Clerk I       17.77         01611 - Word Processor I       15.82         01612 - Word Processor II       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       22.72         05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73   |                                   |             |       |
| 01311 - Secretary I       17.77         01312 - Secretary II       19.87         01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.68         01531 - Travel Clerk I       17.08         01533 - Travel Clerk III       18.01         01611 - Word Processor I       15.82         01612 - Word Processor III       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       22.72         05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73   |                                   |             |       |
| 01312 - Secretary II       19.87         01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       16.08         Operator/Receptionist       17.08         01531 - Travel Clerk II       17.08         01533 - Travel Clerk III       18.01         01611 - Word Processor I       15.82         01612 - Word Processor III       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       22.72         Fiberglass       Electrician       22.57         05040 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73  |                                   |             |       |
| 01313 - Secretary III       22.15         01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       16.08         Operator/Receptionist       15.68         01531 - Travel Clerk I       17.08         01533 - Travel Clerk III       18.01         01611 - Word Processor I       15.82         01612 - Word Processor III       17.77         01613 - Word Processor IIII       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       22.72         05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73   | -                                 |             |       |
| 01320 - Service Order Dispatcher       19.84         01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       16.08         Operator/Receptionist       15.68         01531 - Travel Clerk I       17.08         01533 - Travel Clerk III       17.08         01611 - Word Processor I       15.82         01612 - Word Processor III       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       22.72         05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73  |                                   |             |       |
| 01410 - Supply Technician       28.46         01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.68         01531 - Travel Clerk I       17.08         01532 - Travel Clerk III       17.08         01533 - Travel Clerk III       18.01         01611 - Word Processor I       15.82         01612 - Word Processor III       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       22.72         05010 - Automotive Glass Installer       22.57         05070 - Automotive Worker       21.73   | -                                 |             |       |
| 01420 - Survey Worker       20.12         01460 - Switchboard       16.08         Operator/Receptionist       15.08         01531 - Travel Clerk I       15.68         01532 - Travel Clerk II       17.08         01533 - Travel Clerk III       18.01         01611 - Word Processor I       15.82         01612 - Word Processor II       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       22.72         05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73  |                                   |             |       |
| 01460 - Switchboard       16.08         Operator/Receptionist       15.08         01531 - Travel Clerk I       15.68         01532 - Travel Clerk II       17.08         01533 - Travel Clerk III       18.01         01611 - Word Processor I       15.82         01612 - Word Processor II       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       22.72         05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73  | = = =                             |             |       |
| Operator/Receptionist       15.68         01531 - Travel Clerk I       17.08         01532 - Travel Clerk III       17.08         01533 - Travel Clerk III       18.01         01611 - Word Processor I       15.82         01612 - Word Processor II       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       22.72         05010 - Automotive Glass Installer       22.57         05070 - Automotive Worker       21.73   | —                                 |             |       |
| 01531 - Travel Clerk I       15.68         01532 - Travel Clerk II       17.08         01533 - Travel Clerk III       18.01         01611 - Word Processor I       15.82         01612 - Word Processor II       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       22.72         Fiberglass       22.73         05040 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73   |                                   |             | T0.00 |
| 01532 - Travel Clerk II       17.08         01533 - Travel Clerk III       18.01         01611 - Word Processor I       15.82         01612 - Word Processor II       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       22.72         05010 - Automotive Glass Installer       21.73         05070 - Automotive Worker       21.73   |                                   |             | 15 60 |
| 01533 - Travel Clerk III       18.01         01611 - Word Processor I       15.82         01612 - Word Processor II       17.77         01613 - Word Processor III       19.87         05000 - Automotive Service Occupations       22.72         Fiberglass       22.72         05010 - Automotive Glass Installer       22.57         05040 - Automotive Worker       21.73         05070 - Automotive Worker       21.73   |                                   |             |       |
| 01611 - Word Processor I15.8201612 - Word Processor II17.7701613 - Word Processor III19.8705000 - Automotive Service Occupations22.7205005 - Automobile Body Repairer22.72Fiberglass22.7205010 - AutomotiveElectrician05040 - Automotive Glass Installer21.7305070 - Automotive Worker21.73   |                                   |             |       |
| 01612 - Word Processor II17.7701613 - Word Processor III19.8705000 - Automotive Service Occupations22.7205005 - Automobile Body Repairer22.72FiberglassElectrician05010 - Automotive Glass Installer21.7305070 - Automotive Worker21.73   |                                   |             |       |
| 01613 - Word Processor III19.8705000 - Automotive Service Occupations22.7205005 - Automobile Body Repairer22.72Fiberglass22.7205010 - AutomotiveElectrician05040 - Automotive Glass Installer21.7305070 - Automotive Worker21.73  |                                   |             |       |
| 05000 - Automotive Service Occupations05005 - Automobile Body Repairer22.72Fiberglass22.5705010 - AutomotiveElectrician05040 - Automotive Glass Installer21.7305070 - Automotive Worker21.73  |                                   |             |       |
| 05005 - Automobile Body Repairer22.72FiberglassElectrician22.5705010 - Automotive Glass Installer21.7305070 - Automotive Worker21.73  |                                   |             | TA.81 |
| FiberglassElectrician22.5705010 - Automotive Glass Installer21.7305070 - Automotive Worker21.73   | -                                 |             | 00 50 |
| 05010 - AutomotiveElectrician22.5705040 - Automotive Glass Installer21.7305070 - Automotive Worker21.73   |                                   |             | 22.72 |
| 05040 - Automotive Glass Installer         21.73           05070 - Automotive Worker         21.73  | -                                 | _           |       |
| 05070 - Automotive Worker 21.73   |                                   | Electrician |       |
|   |                                   |             |       |
| <b>05110 - Mobile Equipment Servicer</b> 19.95  |                                   |             |       |
|   | 05110 - Mobile Equipment Servicer |             | 19.95 |

| 05130 - Motor Equipment Metal        | 23.38 |
|--------------------------------------|-------|
| Mechanic                             |       |
| 05160 - Motor Equipment Metal Worker | 21.73 |
| 05190 - Motor Vehicle Mechanic       | 23.38 |
| 05220 - Motor Vehicle Mechanic       | 18.87 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 20.96 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 21.73 |
| 05310 - Painter Automotive           | 22.57 |
| 05340 - Radiator Repair Specialist   | 21.73 |
| 05370 - Tire Repairer                | 15.85 |
| 05400 - Transmission Repair          | 23.38 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 15.55 |
| 07041 - Cook I                       | 17.82 |
| 07042 - Cook II                      | 19.41 |
| 07070 - Dishwasher                   | 13.27 |
| 07130 - Food Service Worker          | 14.13 |
| 07210 - Meat Cutter                  | 21.53 |
| 07260 - Waiter/Waitress              | 13.75 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 22.70 |
| 09040 - Furniture Handler            | 15.46 |
| 09080 - Furniture Refinisher         | 21.02 |
| 09090 - Furniture Refinisher Helper  | 17.58 |
| 09110 - Furniture Repairer Minor     | 19.53 |
| 09130 - Upholsterer                  | 21.02 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 14.87 |
| 11060 - Elevator Operator            | 14.87 |
| 11090 - Gardener                     | 22.17 |
| 11122 - Housekeeping Aide            | 15.66 |
| 11150 - Janitor                      | 15.66 |
| 11210 - Laborer Grounds Maintenance  | 18.40 |
| 11240 - Maid or Houseman             | 14.55 |
| 11260 - Pruner                       | 17.06 |
| 11270 - Tractor Operator             | 20.97 |
| 11330 - Trail Maintenance Worker     | 18.40 |
| 11360 - Window Cleaner               | 16.89 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 22.03 |
| 12011 - Breath Alcohol Technician    | 25.15 |
| 12012 - Certified Occupational       | 32.13 |
| Therapist Assistant                  |       |

| 12015 - Certified Physical Therapist                              | 29.60 |
|---|-------|
| Assistant   |       |
| 12020 - Dental Assistant  | 24.70 |
| 12025 - Dental Hygienist  | 46.21 |
| 12030 - EKG Technician  | 39.33 |
| 12035 - Electroneurodiagnostic                                    | 39.33 |
| Technologist  | 22.03 |
| 12040 - Emergency Medical Technician                              |       |
| 12071 - Licensed Practical Nurse I                                | 22.49 |
| 12072 - Licensed Practical Nurse II                               | 25.15 |
| 12073 - Licensed Practical Nurse III                              |       |
| 12100 - Medical Assistant   | 19.47 |
| 12130 - Medical Laboratory  | 25.81 |
| Technician  | 19.73 |
| 12160 - Medical Record Clerk<br>12190 - Medical Record Technician | 24.29 |
|   | 24.29 |
| 12195 - Medical Transcriptionist<br>12210 - Nuclear Medicine      | 55.27 |
| Technologist  | 55.27 |
| 12221 - Nursing Assistant I                                       | 12.87 |
| 12221 - Nursing Assistant I<br>12222 - Nursing Assistant II       | 14.46 |
| 12222 - Nursing Assistant II<br>12223 - Nursing Assistant III     | 15.78 |
| 12223 - Nursing Assistant III<br>12224 - Nursing Assistant IV     | 17.73 |
| 12235 - Optical Dispenser   | 27.03 |
| 12236 - Optical Technician  | 27.03 |
| 12250 - Pharmacy Technician                                       | 16.18 |
| 12280 - Phlebotomist  | 20.06 |
| 12305 - Radiologic Technologist                                   | 36.98 |
| 12311 - Registered Nurse I  | 29.56 |
| 12312 - Registered Nurse II                                       | 36.16 |
| 12313 - Registered Nurse II                                       | 36.16 |
| Specialist  | 00.10 |
| 12314 - Registered Nurse III                                      | 45.75 |
| 12315 - Registered Nurse III                                      | 43.75 |
| Anesthetist   | 10.70 |
| 12316 - Registered Nurse IV                                       | 52.44 |
| 12317 - Scheduler (Drug and Alcohol                               | 31.15 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment                                 | 25.58 |
| Counselor   |       |
| 13000 - Information And Arts                                      |       |
| Occupations   |       |
| 13011 - Exhibits Specialist I                                     | 21.43 |
| 13012 - Exhibits Specialist II                                    | 26.55 |
| 13013 - Exhibits Specialist III                                   | 32.47 |
| 13041 - Illustrator I   | 21.43 |
| 13042 - Illustrator II  | 26.55 |
| 13043 - Illustrator III   | 32.47 |
| 13047 - Librarian   | 29.40 |

| 13050 - Library Aide/Clerk                                |      |    | 15.68 |
|---|------|----|-------|
| 13050 - Library Alde/Clerk<br>13054 - Library Information |      |    | 26.55 |
| Technology Systems  |      |    | 20.33 |
| Administrator   |      |    |       |
| 13058 - Library Technician                                |      |    | 18.75 |
| -   |      |    | 19.16 |
| 13061 - Media Specialist I                                |      |    |       |
| 13062 - Media Specialist II                               |      |    | 21.43 |
| 13063 - Media Specialist III                              |      |    | 23.88 |
| 13071 - Photographer I                                    |      |    | 18.61 |
| 13072 - Photographer II                                   |      |    | 20.81 |
| 13073 - Photographer III                                  |      |    | 25.78 |
| 13074 - Photographer IV                                   |      |    | 31.54 |
| 13075 - Photographer V                                    |      |    | 38.16 |
| 13090 - Technical Order Library                           |      |    | 18.67 |
| Clerk   |      |    |       |
| 13110 - Video Teleconference                              |      |    | 27.81 |
| Technician  |      |    |       |
| 14000 - Information Technology                            |      |    |       |
| Occupations   |      |    |       |
| 14041 - Computer Operator I                               |      |    | 18.46 |
| 14042 - Computer Operator II                              |      |    | 20.66 |
| 14043 - Computer Operator III                             |      |    | 23.03 |
| 14044 - Computer Operator IV                              |      |    | 25.59 |
| 14045 - Computer Operator V                               |      |    | 26.19 |
| 14071 - Computer Programmer I                             | (see | 1) | 25.26 |
| 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                              |      |    | 18.46 |
| Operator  |      |    |       |
| 14160 - Personal Computer Support                         |      |    | 25.59 |
| Technician  |      |    |       |
| 14170 - System Support Specialist                         |      |    | 43.01 |
| 15000 - Instructional Occupations                         |      |    |       |
| 15010 - Aircrew Training Devices                          |      |    | 32.09 |
| Instructor (Non-Rated)                                    |      |    | 02.00 |
| 15020 - Aircrew Training Devices                          |      |    | 38.83 |
| Instructor (Rated)  |      |    |       |
| 15030 - Air Crew Training Devices                         |      |    | 46.53 |
| Instructor (Pilot)  |      |    |       |
| 15050 - Computer Based Training                           |      |    | 32.09 |
| Specialist / Instructor                                   |      |    | 52.07 |
| 15060 - Educational Technologist                          |      |    | 39.71 |
| 15070 - Flight Instructor (Pilot)                         |      |    | 46.53 |
| 15080 - Graphic Artist                                    |      |    | 27.61 |
| 15000 - Graphic Artist                                    |      |    | 21.01 |

| 15085 - Maintenance Test Pilot Fixed   | 46.53     |
|--|-----------|
| Jet/Prop                               |           |
| 15086 - Maintenance Test Pilot         | 46.53     |
| Rotary Wing                            |           |
| 15088 - Non-Maintenance Test/Co-       | 46.53     |
| Pilot                                  |           |
| 15090 - Technical Instructor           | 25.80     |
| 15095 - Technical Instructor/Course    | 31.56     |
| Developer                              |           |
| 15110 - Test Proctor                   | 20.83     |
| 15120 - Tutor                          | 20.83     |
| 16000 - Laundry Dry-Cleaning Pressing  |           |
| And Related Occupations                |           |
| 16010 - Assembler                      | 13.23     |
| 16030 - Counter Attendant              | 13.23     |
| 16040 - Dry Cleaner                    | 15.11     |
| 16070 - Finisher Flatwork Machine      | 13.23     |
| 16090 - Presser Hand                   | 13.23     |
| 16110 - Presser Machine Drycleaning    | 13.23     |
| 16130 - Presser Machine Shirts         | 13.23     |
| 16160 - Presser Machine Wearing        | 13.23     |
| Apparel Laundry                        |           |
| 16190 - Sewing Machine Operator        | 15.93     |
| 16220 - Tailor                         | 16.79     |
| 16250 - Washer Machine                 | 13.86     |
| 19000 - Machine Tool Operation And     |           |
| Repair Occupations                     |           |
| 19010 - Machine-Tool Operator (Tool    | 25.72     |
| Room)                                  |           |
| 19040 - Tool And Die Maker             | 29.36     |
| 21000 - Materials Handling And Packing |           |
| Occupations                            |           |
| 21020 - Forklift Operator              | 18.98     |
| 21030 - Material Coordinator           | 25.51     |
| 21040 - Material Expediter             | 25.51     |
| 21050 - Material Handling Laborer      | 14.91     |
| 21071 - Order Filler                   | 14.99     |
| 21080 - Production Line Worker (Food   | 18.98     |
| Processing)                            | 20.00     |
| 21110 - Shipping Packer                | 19.31     |
| 21130 - Shipping/Receiving Clerk       | 19.31     |
| 21140 - Store Worker I                 | 15.36     |
| 21150 - Stock Clerk                    | 19.29     |
| 21210 - Tools And Parts Attendant      | 18.98     |
| 21410 - Warehouse Specialist           | 18.98     |
| 23000 - Mechanics And Maintenance And  | 10.90     |
| Repair Occupations                     |           |
| 23010 - Aerospace Structural Welder    | 31.50     |
| 20010 HELOSPACE DELACTURAL METHEL      | J + • J U |

| 23019 - Aircraft Logs and Records    | 27.29 |
|--------------------------------------|-------|
| Technician                           | ~ ~ ~ |
| 23021 - Aircraft Mechanic I          | 30.44 |
| 23022 - Aircraft Mechanic II         | 31.50 |
| 23023 - Aircraft Mechanic III        | 32.52 |
| 23040 - Aircraft Mechanic Helper     | 24.63 |
| 23050 - Aircraft Painter             | 29.38 |
| 23060 - Aircraft Servicer            | 27.29 |
| 23070 - Aircraft Survival Flight     | 29.38 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 28.29 |
| 23091 - Aircrew Life Support         | 28.29 |
| Equipment (ALSE) Mechanic<br>I       |       |
| 23092 - Aircrew Life Support         | 30.44 |
| Equipment (ALSE) Mechanic            |       |
| II                                   |       |
| 23110 - Appliance Mechanic           | 26.91 |
| 23120 - Bicycle Repairer             | 23.44 |
| 23125 - Cable Splicer                | 47.49 |
| 23130 - Carpenter Maintenance        | 26.86 |
| 23140 - Carpet Layer                 | 28.29 |
| 23160 - Electrician Maintenance      | 33.62 |
| 23181 - Electronics Technician       | 27.56 |
| Maintenance I                        |       |
| 23182 - Electronics Technician       | 28.61 |
| Maintenance II                       |       |
| 23183 - Electronics Technician       | 29.64 |
| Maintenance III                      |       |
| 23260 - Fabric Worker                | 27.29 |
| 23290 - Fire Alarm System Mechanic   | 32.95 |
| 23310 - Fire Extinguisher Repairer   | 25.98 |
| 23311 - Fuel Distribution System     | 29.84 |
| Mechanic                             | 20.01 |
| 23312 - Fuel Distribution System     | 25.49 |
| Operator                             | 20110 |
| 23370 - General Maintenance Worker   | 21.60 |
| 23380 - Ground Support Equipment     | 30.44 |
| Mechanic                             | 00.11 |
| 23381 - Ground Support Equipment     | 27.29 |
| Servicer                             | 2,.22 |
| 23382 - Ground Support Equipment     | 28.29 |
| Worker                               | 20.27 |
| 23391 - Gunsmith I                   | 25.98 |
| 23392 - Gunsmith II                  | 28.29 |
| 23393 - Gunsmith III                 | 30.44 |
| 23410 - Heating Ventilation And Air- | 29.73 |
|                                      |       |
| Conditioning                         |       |

| 23411 - Heating Ventilation And Air  | 30.77 |
|--------------------------------------|-------|
| Contidioning                         |       |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 30.15 |
| 23440 - Heavy Equipment Operator     | 30.30 |
| 23460 - Instrument Mechanic          | 29.28 |
| 23465 - Laboratory/Shelter Mechanic  | 29.38 |
| 23470 - Laborer                      | 14.91 |
| 23510 - Locksmith                    | 28.26 |
| 23530 - Machinery Maintenance        | 28.11 |
| Mechanic                             |       |
| 23550 - Machinist Maintenance        | 23.21 |
| 23580 - Maintenance Trades Helper    | 17.99 |
| 23591 - Metrology Technician I       | 29.28 |
| 23592 - Metrology Technician II      | 30.30 |
| 23593 - Metrology Technician III     | 31.27 |
| 23640 - Millwright                   | 26.84 |
| 23710 - Office Appliance Repairer    | 22.14 |
| 23760 - Painter Maintenance          | 23.20 |
| 23790 - Pipefitter Maintenance       | 30.38 |
| 23810 - Plumber Maintenance          | 29.32 |
| 23820 - Pneudraulic Systems Mechanic | 30.44 |
| 23850 - Rigger                       | 30.44 |
| 23870 - Scale Mechanic               | 28.29 |
| 23890 - Sheet-Metal Worker           | 33.15 |
| Maintenance                          |       |
| 23910 - Small Engine Mechanic        | 21.86 |
| 23931 - Telecommunications Mechanic  | 29.96 |
| I                                    |       |
| 23932 - Telecommunications Mechanic  | 31.01 |
| II                                   |       |
| 23950 - Telephone Lineman            | 36.56 |
| 23960 - Welder Combination           | 22.39 |
| Maintenance                          |       |
| 23965 - Well Driller                 | 29.25 |
| 23970 - Woodcraft Worker             | 30.44 |
| 23980 - Woodworker                   | 25.98 |
| 24000 - Personal Needs Occupations   | 20.90 |
| 24550 - Case Manager                 | 15.62 |
| 24570 - Child Care Attendant         | 14.09 |
| 24580 - Child Care Center Clerk      | 17.56 |
| 24610 - Chore Aide                   | 15.26 |
| 24620 - Family Readiness And Support | 15.62 |
| Services                             | -0.02 |
| Coordinator                          |       |
| 24630 - Homemaker                    | 18.54 |
| 25000 - Plant And System Operations  | 10.04 |
| Occupations                          |       |
| 25010 - Boiler Tender                | 30.04 |
| 70010 POTTET TENDET                  | 50.04 |

| 25040 - Sewage Plant Operator  | 29.09                                     |
|--|---|
| 25070 - Stationary Engineer  | 30.04                                     |
| 25190 - Ventilation Equipment Tender   | 24.25                                     |
| 25210 - Water Treatment Plant  | 29.09                                     |
| Operator   |   |
| 27000 - Protective Service Occupations   | 0.0.01                                    |
| 27004 - Alarm Monitor  | 22.81                                     |
| 27007 - Baggage Inspector  | 14.97                                     |
| 27008 - Corrections Officer  | 30.32                                     |
| 27010 - Court Security Officer   | 29.72                                     |
| 27030 - Detection Dog Handler  | 18.61                                     |
| 27040 - Detention Officer  | 30.32                                     |
| 27070 - Firefighter  | 29.12                                     |
| 27101 - Guard I  | 14.97                                     |
| 27102 - Guard II   | 18.61                                     |
| 27131 - Police Officer I   | 27.85                                     |
| 27132 - Police Officer II  | 30.95                                     |
| 28000 - Recreation Occupations   |   |
| 28041 - Carnival Equipment Operator  | 17.01                                     |
| 28042 - Carnival Equipment Repairer  | 17.99                                     |
| 28043 - Carnival Worker  | 13.84                                     |
| 28210 - Gate Attendant/Gate Tender   | 18.03                                     |
| 28310 - Lifeguard  | 13.45                                     |
| 28350 - Park Attendant (Aide)  | 20.16                                     |
| 28510 - Recreation Aide/Health   | 14.71                                     |
| Facility Attendant   |   |
| 28515 - Recreation Specialist  | 24.98                                     |
| 28630 - Sports Official  | 16.05                                     |
| 28690 - Swimming Pool Operator   | 19.59                                     |
| 29000 - Stevedoring/Longshoremen   |   |
| Occupational Services  |   |
| 29010 - Blocker And Bracer   | 28.29                                     |
| 29020 - Hatch Tender   | 28.29                                     |
| 29030 - Line Handler   | 28.29                                     |
| 29041 - Stevedore I  | 27.29                                     |
| 29042 - Stevedore II   | 29.38                                     |
| 30000 - Technical Occupations  |   |
| 30010 - Air Traffic Control (see 2)  | 44.86                                     |
|  | 11.00                                     |
| Specialist Center (HFO)  |   |
| Specialist Center (HFO)<br>30011 - Air Traffic Control (See 2)   | 30 93                                     |
| 30011 - Air Traffic Control (see 2)  | 30.93                                     |
| 30011 - Air Traffic Control(see 2)Specialist Station (HFO)   |   |
| 30011 - Air Traffic Control(see 2)Specialist Station (HFO)30012 - Air Traffic Control  | 30.93<br>34.06                            |
| 30011 - Air Traffic Control(see 2)Specialist Station (HFO)30012 - Air Traffic ControlSpecialist Terminal (HFO) (see 2)   | 34.06                                     |
| 30011 - Air Traffic Control(see 2)Specialist Station (HFO)30012 - Air Traffic ControlSpecialist Terminal (HFO) (see 2)30021 - Archeological Technician I   | 34.06<br>19.95                            |
| 30011 - Air Traffic Control(see 2)Specialist Station (HFO)30012 - Air Traffic ControlSpecialist Terminal (HFO) (see 2)30021 - Archeological Technician I30022 - Archeological Technician II  | 34.06<br>19.95<br>22.31                   |
| 30011 - Air Traffic Control(see 2)Specialist Station (HFO)30012 - Air Traffic ControlSpecialist Terminal (HFO) (see 2)30021 - Archeological Technician I30022 - Archeological Technician II30023 - Archeological Technician III                                | 34.06<br>19.95<br>22.31<br>27.64          |
| 30011 - Air Traffic Control(see 2)Specialist Station (HFO)30012 - Air Traffic ControlSpecialist Terminal (HFO) (see 2)30021 - Archeological Technician I30022 - Archeological Technician II30023 - Archeological Technician III30030 - Cartographic Technician | 34.06<br>19.95<br>22.31<br>27.64<br>27.64 |
| 30011 - Air Traffic Control(see 2)Specialist Station (HFO)30012 - Air Traffic ControlSpecialist Terminal (HFO) (see 2)30021 - Archeological Technician I30022 - Archeological Technician II30023 - Archeological Technician III                                | 34.06<br>19.95<br>22.31<br>27.64          |

| 30052 - Cryogenic Technician II      |        | 33.81   |
|--------------------------------------|--------|---------|
| 30061 - Drafter/CAD Operator I       |        | 19.95   |
| 30062 - Drafter/CAD Operator II      |        | 22.31   |
| 30063 - Drafter/CAD Operator III     |        | 24.87   |
| 30064 - Drafter/CAD Operator IV      |        | 30.61   |
| 30081 - Engineering Technician I     |        | 17.69   |
| 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    |        | 41.02   |
| 30090 - Environmental Technician     |        | 26.20   |
| 30095 - Evidence Control Specialist  |        | 27.64   |
| 30210 - Laboratory Technician        |        | 24.55   |
| 30221 - Latent Fingerprint           |        | 30.61   |
| Technician I                         |        |         |
| 30222 - Latent Fingerprint           |        | 33.81   |
| Technician II                        |        |         |
| 30240 - Mathematical Technician      | :      | 28.82   |
| 30361 - Paralegal/Legal Assistant I  |        | 21.98   |
| 30362 - Paralegal/Legal Assistant II |        | 27.23   |
| 30363 - Paralegal/Legal Assistant    |        | 33.31   |
| III                                  |        |         |
| 30364 - Paralegal/Legal Assistant IV |        | 40.29   |
| 30375 - Petroleum Supply Specialist  |        | 33.81   |
| 30390 - Photo-Optics Technician      |        | 27.64   |
| 30395 - Radiation Control Technician |        | 33.81   |
| 30461 - Technical Writer I           |        | 27.57   |
| 30462 - Technical Writer II          |        | 33.72   |
| 30463 - Technical Writer III         |        | 40.81   |
| 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   |
|                                      | e 2)   | 24.87   |
| Upper Air Or                         |        |         |
| Surface Programs                     |        |         |
|                                      | e 2) . | 27.64   |
| 31000 - Transportation/Mobile        |        |         |
| Equipment Operation Occupations      |        | 0.4.4.5 |
| 31010 - Airplane Pilot               |        | 34.49   |
|                                      |        |         |

| 31020 - Bus Aide                    | 18.00 |
|-------------------------------------|-------|
|                                     |       |
| 31030 - Bus Driver                  | 24.05 |
| 31043 - Driver Courier              | 17.34 |
| 31260 - Parking and Lot Attendant   | 14.82 |
| 31290 - Shuttle Bus Driver          | 18.62 |
| 31310 - Taxi Driver                 | 16.25 |
| 31361 - Truckdriver Light           | 18.33 |
| 31362 - Truckdriver Medium          | 19.25 |
| 31363 - Truckdriver Heavy           | 25.38 |
| 31364 - Truckdriver Tractor-Trailer | 25.38 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 16.82 |
| 99030 - Cashier                     | 13.87 |
| 99050 - Desk Clerk                  | 14.31 |
| 99095 - Embalmer                    | 35.90 |
| 99130 - Flight Follower             | 28.51 |
| 99251 - Laboratory Animal Caretaker | 18.47 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 19.51 |
| II                                  |       |
| 99260 - Marketing Analyst           | 32.92 |
| 99310 - Mortician                   | 35.90 |
| 99410 - Pest Controller             | 19.97 |
| 99510 - Photofinishing Worker       | 15.33 |
| 99710 - Recycling Laborer           | 24.73 |
| 99711 - Recycling Specialist        | 28.18 |
| 99730 - Refuse Collector            | 22.92 |
| 99810 - Sales Clerk                 | 14.08 |
| 99820 - School Crossing Guard       | 16.27 |
| 99830 - Survey Party Chief          | 28.06 |
| 99831 - Surveying Aide              | 18.38 |
| 99832 - Surveying Technician        | 25.17 |
| 99840 - Vending Machine Attendant   | 20.49 |
| 99841 - Vending Machine Repairer    | 23.60 |
| 99842 - Vending Machine Repairer    | 20.49 |
| Helper                              | 20.19 |

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 SCAcovered 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 repovation demolition and maintenance operations on sensitive

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

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

#### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

### Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent

information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4103

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 2015-4103 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 applies to the following towns and cities in Worcester county: Auburn Barre Boylston Brookfield Charlton Clinton Douglas Dudley East Brookfield Grafton Holden Leicester Millbury North Brookfield Northborough Northbridge Oxford Paxton Princeton Rutland Shrewsbury Southbridge Spencer Sterling Sutton Uxbridge Webster West Boylston Westborough Worcester

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 17.35 |
| 01012 - Accounting Clerk II        |          | 19.49 |
| 01013 - Accounting Clerk III       |          | 21.79 |
| 01020 - Administrative Assistant   |          | 28.46 |

| 01035 - Court Reporter                 | 20.86        |
|--|--------------|
| 01041 - Customer Service               | 15.79        |
| Representative I                       | 20.10        |
| 01042 - Customer Service               | 17.24        |
| Representative II                      | -            |
| 01043 - Customer Service               | 19.36        |
| Representative III                     |              |
| 01051 - Data Entry Operator I          | 16.34        |
| 01052 - Data Entry Operator II         | 17.83        |
| 01060 - Dispatcher Motor Vehicle       | 22.18        |
| 01070 - Document Preparation Clerk     | 20.11        |
| 01090 - Duplicating Machine Operator   | 20.11        |
| 01111 - General Clerk I                | 15.18        |
| 01112 - General Clerk II               | 16.56        |
| 01113 - General Clerk III              | 18.59        |
| 01120 - Housing Referral Assistant     | 23.44        |
| 01141 - Messenger Courier              | 17.20        |
| 01191 - Order Clerk I                  | 16.98        |
| 01192 - Order Clerk II                 | 18.53        |
| 01261 - Personnel Assistant            | 17.48        |
| (Employment) I                         |              |
| 01262 - Personnel Assistant            | 19.55        |
| (Employment) II                        |              |
| 01263 - Personnel Assistant            | 21.79        |
| (Employment) III                       |              |
| 01270 - Production Control Clerk       | 25.51        |
| 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       | 19.84        |
| 01410 - Supply Technician              | 28.46        |
| 01420 - Survey Worker                  | 20.12        |
| 01460 - Switchboard                    | 16.08        |
| Operator/Receptionist                  |              |
| 01531 - Travel Clerk I                 | 15.68        |
| 01532 - Travel Clerk II                | 17.08        |
| 01533 - Travel Clerk III               | 18.01        |
| 01611 - Word Processor I               | 16.11        |
| 01612 - Word Processor II              | 18.08        |
| 01613 - Word Processor III             | 20.22        |
| 05000 - Automotive Service Occupations |              |
| 05005 - Automobile Body Repairer       | 24.65        |
| Fiberglass                             |              |
|  | rician 22.57 |
| 05040 - Automotive Glass Installer     | 21.73        |
| 05070 - Automotive Worker              | 21.73        |
| 05110 - Mobile Equipment Servicer      | 19.95        |

| 05130 - Motor Equipment Metal        | 23.38 |
|--------------------------------------|-------|
| Mechanic                             |       |
| 05160 - Motor Equipment Metal Worker | 21.73 |
| 05190 - Motor Vehicle Mechanic       | 23.38 |
| 05220 - Motor Vehicle Mechanic       | 18.87 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 20.96 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 21.73 |
| 05310 - Painter Automotive           | 22.57 |
| 05340 - Radiator Repair Specialist   | 21.73 |
| 05370 - Tire Repairer                | 15.85 |
| 05400 - Transmission Repair          | 23.38 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 15.55 |
| 07041 - Cook I                       | 17.82 |
| 07042 - Cook II                      | 19.41 |
| 07070 - Dishwasher                   | 13.27 |
| 07130 - Food Service Worker          | 14.13 |
| 07210 - Meat Cutter                  | 21.53 |
| 07260 - Waiter/Waitress              | 13.85 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 22.70 |
| 09040 - Furniture Handler            | 15.46 |
| 09080 - Furniture Refinisher         | 21.02 |
| 09090 - Furniture Refinisher Helper  | 17.58 |
| 09110 - Furniture Repairer Minor     | 19.53 |
| 09130 - Upholsterer                  | 21.02 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 14.87 |
| 11060 - Elevator Operator            | 14.87 |
| 11090 - Gardener                     | 22.17 |
| 11122 - Housekeeping Aide            | 15.66 |
| 11150 - Janitor                      | 15.66 |
| 11210 - Laborer Grounds Maintenance  | 18.40 |
| 11240 - Maid or Houseman             | 14.55 |
| 11260 - Pruner                       | 17.06 |
| 11270 - Tractor Operator             | 20.97 |
| 11330 - Trail Maintenance Worker     | 18.40 |
| 11360 - Window Cleaner               | 16.89 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 22.03 |
| 12011 - Breath Alcohol Technician    | 25.15 |
| 12012 - Certified Occupational       | 32.13 |
| Therapist Assistant                  |       |

| 12015 - Certified Physical Therapist  | 29.60 |
|---|-------|
| Assistant   | 04 70 |
| 12020 - Dental Assistant  | 24.70 |
| 12025 - Dental Hygienist  | 46.21 |
| 12030 - EKG Technician  | 39.33 |
| 12035 - Electroneurodiagnostic  | 39.33 |
| Technologist  | 22.03 |
| 12040 - Emergency Medical Technician<br>12071 - Licensed Practical Nurse I  | 22.03 |
| 12071 - Licensed Practical Nurse I<br>12072 - Licensed Practical Nurse II   | 25.15 |
| 12072 - Licensed Practical Nurse II<br>12073 - Licensed Practical Nurse III | 28.03 |
| 12073 - Elcensed Practical Nurse III<br>12100 - Medical Assistant           | 19.47 |
| 12100 - Medical Assistant<br>12130 - Medical Laboratory                     | 25.81 |
| Technician  | 23.01 |
| 12160 - Medical Record Clerk  | 19.73 |
| 12190 - Medical Record Technician   | 24.29 |
| 12195 - Medical Transcriptionist  | 20.99 |
| 12195 Medical Hanseliptionist<br>12210 - Nuclear Medicine                   | 55.27 |
| Technologist  | 55.27 |
| 12221 - Nursing Assistant I   | 12.87 |
| 12222 - Nursing Assistant II  | 14.46 |
| 12223 - Nursing Assistant III   | 15.78 |
| 12224 - Nursing Assistant IV  | 17.73 |
| 12235 - Optical Dispenser   | 27.06 |
| 12236 - Optical Technician  | 22.49 |
| 12250 - Pharmacy Technician   | 20.80 |
| 12280 - Phlebotomist  | 20.06 |
| 12305 - Radiologic Technologist   | 38.11 |
| 12311 - Registered Nurse I  | 31.18 |
| 12312 - Registered Nurse II   | 40.19 |
| 12313 - Registered Nurse II   | 40.19 |
| Specialist  |       |
| 12314 - Registered Nurse III  | 48.83 |
| 12315 - Registered Nurse III  | 48.63 |
| Anesthetist   |       |
| 12316 - Registered Nurse IV   | 58.29 |
| 12317 - Scheduler (Drug and Alcohol   | 31.15 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment   | 25.58 |
| 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   | 34.14 |

| 13050 - Library Aide/Clerk            |      |    | 16.25 |
|---------------------------------------|------|----|-------|
| 13054 - Library Information           |      |    | 28.03 |
| -                                     |      |    | 20.03 |
| Technology Systems<br>Administrator   |      |    |       |
|                                       |      |    | 18.75 |
| 13058 - Library Technician            |      |    |       |
| 13061 - Media Specialist I            |      |    | 19.16 |
| 13062 - Media Specialist II           |      |    | 21.43 |
| 13063 - Media Specialist III          |      |    | 23.88 |
| 13071 - Photographer I                |      |    | 18.61 |
| 13072 - Photographer II               |      |    | 20.81 |
| 13073 - Photographer III              |      |    | 25.78 |
| 13074 - Photographer IV               |      |    | 31.54 |
| 13075 - Photographer V                |      |    | 38.16 |
| 13090 - Technical Order Library       |      |    | 18.67 |
| Clerk                                 |      |    |       |
| 13110 - Video Teleconference          |      |    | 27.81 |
| 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) | 25.26 |
| 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     |      |    | 43.01 |
| 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      |      |    | 40.26 |
| 15070 - Flight Instructor (Pilot)     |      |    | 51.80 |
| 15080 - Graphic Artist                |      |    | 31.54 |
| • • • • • • • • • • • • • • • • • • • |      |    |       |

| 15085 - Maintenance Test Pilot Fixed                       | 46.53 |
|--|-------|
| Jet/Prop   |       |
| 15086 - Maintenance Test Pilot                             | 46.53 |
| Rotary Wing  |       |
| 15088 - Non-Maintenance Test/Co-                           | 46.53 |
| Pilot  |       |
| 15090 - Technical Instructor                               | 25.80 |
| 15095 - Technical Instructor/Course                        | 31.56 |
| Developer  |       |
| 15110 - Test Proctor                                       | 20.83 |
| 15120 - Tutor  | 20.83 |
| 16000 - Laundry Dry-Cleaning Pressing                      |       |
| And Related Occupations                                    |       |
| 16010 - Assembler  | 13.23 |
| 16030 - Counter Attendant                                  | 13.23 |
| 16040 - Dry Cleaner  | 15.49 |
| 16070 - Finisher Flatwork Machine                          | 13.23 |
| 16090 - Presser Hand                                       | 13.23 |
| 16110 - Presser Machine Drycleaning                        | 13.23 |
| 16130 - Presser Machine Shirts                             | 13.23 |
| 16160 - Presser Machine Wearing                            | 13.23 |
| Apparel Laundry  | 10.20 |
| 16190 - Sewing Machine Operator                            | 16.14 |
| 16220 - Tailor   | 16.79 |
| 16250 - Washer Machine                                     | 13.86 |
| 19000 - Machine Tool Operation And                         | 10.00 |
| Repair Occupations   |       |
| 19010 - Machine-Tool Operator (Tool                        | 25.72 |
| Room)  | 20.72 |
| 19040 - Tool And Die Maker                                 | 29.36 |
| 21000 - Materials Handling And Packing                     | 27.50 |
| Occupations  |       |
| 21020 - Forklift Operator                                  | 17.72 |
| 21020 - Material Coordinator                               | 25.51 |
| 21030 - Material Coordinator<br>21040 - Material Expediter | 25.51 |
| -  | 14.91 |
| 21050 - Material Handling Laborer<br>21071 - Order Filler  | 14.91 |
|  |       |
| 21080 - Production Line Worker (Food                       | 17.72 |
| Processing)  | 10 21 |
| 21110 - Shipping Packer                                    | 19.31 |
| 21130 - Shipping/Receiving Clerk                           | 19.31 |
| 21140 - Store Worker I                                     | 15.36 |
| 21150 - Stock Clerk  | 19.29 |
| 21210 - Tools And Parts Attendant                          | 17.72 |
| 21410 - Warehouse Specialist                               | 17.72 |
| 23000 - Mechanics And Maintenance And                      |       |
| Repair Occupations   |       |
| 23010 - Aerospace Structural Welder                        | 35.77 |

| 23019 - Aircraft Logs and Records    | 28.09 |
|--------------------------------------|-------|
| Technician                           |       |
| 23021 - Aircraft Mechanic I          | 34.14 |
| 23022 - Aircraft Mechanic II         | 35.77 |
| 23023 - Aircraft Mechanic III        | 36.92 |
| 23040 - Aircraft Mechanic Helper     | 24.99 |
| 23050 - Aircraft Painter             | 29.50 |
| 23060 - Aircraft Servicer            | 28.09 |
| 23070 - Aircraft Survival Flight     | 29.50 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 29.08 |
| 23091 - Aircrew Life Support         | 29.08 |
| Equipment (ALSE) Mechanic<br>I       |       |
| 23092 - Aircrew Life Support         | 34.14 |
| Equipment (ALSE) Mechanic            |       |
| II                                   |       |
| 23110 - Appliance Mechanic           | 29.38 |
| 23120 - Bicycle Repairer             | 24.78 |
| 23125 - Cable Splicer                | 47.49 |
| 23130 - Carpenter Maintenance        | 28.56 |
| 23140 - Carpet Layer                 | 28.29 |
| 23160 - Electrician Maintenance      | 35.91 |
| 23181 - Electronics Technician       | 29.03 |
| Maintenance I                        |       |
| 23182 - Electronics Technician       | 30.35 |
| Maintenance II                       |       |
| 23183 - Electronics Technician       | 31.68 |
| Maintenance III                      |       |
| 23260 - Fabric Worker                | 27.29 |
| 23290 - Fire Alarm System Mechanic   | 33.05 |
| 23310 - Fire Extinguisher Repairer   | 25.98 |
| 23311 - Fuel Distribution System     | 31.11 |
| Mechanic                             |       |
| 23312 - Fuel Distribution System     | 25.49 |
| Operator                             |       |
| 23370 - General Maintenance Worker   | 23.18 |
| 23380 - Ground Support Equipment     | 34.14 |
| Mechanic                             |       |
| 23381 - Ground Support Equipment     | 28.09 |
| Servicer                             |       |
| 23382 - Ground Support Equipment     | 29.08 |
| Worker                               |       |
| 23391 - Gunsmith I                   | 25.98 |
| 23392 - Gunsmith II                  | 28.29 |
| 23393 - Gunsmith III                 | 30.44 |
| 23410 - Heating Ventilation And Air- | 29.73 |
| -                                    |       |
| Conditioning                         |       |

|                                      | ~~ ~~ |
|--------------------------------------|-------|
| 23411 - Heating Ventilation And Air  | 30.77 |
| Contidioning                         |       |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 30.15 |
| 23440 - Heavy Equipment Operator     | 30.30 |
| 23460 - Instrument Mechanic          | 29.28 |
| 23465 - Laboratory/Shelter Mechanic  | 29.38 |
| 23470 - Laborer                      | 15.05 |
| 23510 - Locksmith                    | 28.26 |
| 23530 - Machinery Maintenance        | 28.11 |
| Mechanic                             |       |
| 23550 - Machinist Maintenance        | 25.30 |
| 23580 - Maintenance Trades Helper    | 19.59 |
| 23591 - Metrology Technician I       | 29.28 |
| 23592 - Metrology Technician II      | 30.30 |
| 23593 - Metrology Technician III     | 31.27 |
| 23640 - Millwright                   | 29.11 |
| 23710 - Office Appliance Repairer    | 24.24 |
| 23760 - Painter Maintenance          | 24.24 |
|                                      | 30.38 |
| 23790 - Pipefitter Maintenance       |       |
| 23810 - Plumber Maintenance          | 29.32 |
| 23820 - Pneudraulic Systems Mechanic | 30.44 |
| 23850 - Rigger                       | 30.44 |
| 23870 - Scale Mechanic               | 28.29 |
| 23890 - Sheet-Metal Worker           | 33.15 |
| Maintenance                          |       |
| 23910 - Small Engine Mechanic        | 23.18 |
| 23931 - Telecommunications Mechanic  | 29.96 |
| I                                    |       |
| 23932 - Telecommunications Mechanic  | 31.01 |
| II                                   |       |
| 23950 - Telephone Lineman            | 36.83 |
| 23960 - Welder Combination           | 25.30 |
| Maintenance                          |       |
| 23965 - Well Driller                 | 29.28 |
| 23970 - Woodcraft Worker             | 30.44 |
| 23980 - Woodworker                   | 25.98 |
| 24000 - Personal Needs Occupations   |       |
| 24550 - Case Manager                 | 15.78 |
| 24570 - Child Care Attendant         | 14.11 |
| 24580 - Child Care Center Clerk      | 17.60 |
| 24610 - Chore Aide                   | 15.26 |
| 24620 - Family Readiness And Support | 15.78 |
| Services                             | 10.10 |
| Coordinator                          |       |
| 24630 - Homemaker                    | 18.90 |
| 25000 - Plant And System Operations  | 10.90 |
|                                      |       |
| Occupations<br>25010 - Boiler Tender | 20 04 |
| 20010 - Botter Tender                | 30.04 |

| 25040 - Sewage Plant Operator   | 29.09   |
|---|---|
| 25070 - Stationary Engineer   | 30.04   |
| 25190 - Ventilation Equipment Tender  | 24.25   |
| 25210 - Water Treatment Plant   | 29.09   |
| Operator  |   |
| 27000 - Protective Service Occupations  | 0.0 0.1   |
| 27004 - Alarm Monitor   | 22.81   |
| 27007 - Baggage Inspector   | 15.85   |
| 27008 - Corrections Officer   | 30.32   |
| 27010 - Court Security Officer  | 29.72   |
| 27030 - Detection Dog Handler   | 18.95   |
| 27040 - Detention Officer   | 30.32   |
| 27070 - Firefighter   | 29.12   |
| 27101 - Guard I   | 15.85   |
| 27102 - Guard II  | 18.95   |
| 27131 - Police Officer I  | 27.85   |
| 27132 - Police Officer II   | 30.95   |
| 28000 - Recreation Occupations  |   |
| 28041 - Carnival Equipment Operator   | 17.01   |
| 28042 - Carnival Equipment Repairer   | 17.99   |
| 28043 - Carnival Worker   | 13.84   |
| 28210 - Gate Attendant/Gate Tender  | 18.03   |
| 28310 - Lifeguard   | 14.17   |
| 28350 - Park Attendant (Aide)   | 20.16   |
| 28510 - Recreation Aide/Health  | 14.71   |
| Facility Attendant  |   |
| 28515 - Recreation Specialist   | 24.98   |
| 28630 - Sports Official   | 16.05   |
| 28690 - Swimming Pool Operator  | 19.59   |
| 29000 - Stevedoring/Longshoremen  |   |
| Occupational Services   |   |
| 29010 - Blocker And Bracer  | 28.29   |
| 29020 - Hatch Tender  | 28.29   |
| 29030 - Line Handler  | 28.29   |
|   | 27.29   |
| 29041 - Stevedore I   |   |
| 29041 - Stevedore I<br>29042 - Stevedore II   | 29.38   |
| 29042 - Stevedore II  | 29.38   |
| 29042 - Stevedore II<br>30000 - Technical Occupations   |   |
| 29042 - Stevedore II<br>30000 - Technical Occupations<br>30010 - Air Traffic Control (see 2)  | 44.86   |
| 29042 - Stevedore II<br>30000 - Technical Occupations<br>30010 - Air Traffic Control (see 2)<br>Specialist Center (HFO)   | 44.86   |
| 29042 - Stevedore II<br>30000 - Technical Occupations<br>30010 - Air Traffic Control (see 2)<br>Specialist Center (HFO)<br>30011 - Air Traffic Control (see 2)  |   |
| 29042 - Stevedore II<br>30000 - Technical Occupations<br>30010 - Air Traffic Control (see 2)<br>Specialist Center (HFO)<br>30011 - Air Traffic Control (see 2)<br>Specialist Station (HFO)  | 44.86<br>30.93  |
| 29042 - Stevedore II<br>30000 - Technical Occupations<br>30010 - Air Traffic Control (see 2)<br>Specialist Center (HFO)<br>30011 - Air Traffic Control (see 2)<br>Specialist Station (HFO)<br>30012 - Air Traffic Control   | 44.86   |
| 29042 - Stevedore II<br>30000 - Technical Occupations<br>30010 - Air Traffic Control (see 2)<br>Specialist Center (HFO)<br>30011 - Air Traffic Control (see 2)<br>Specialist Station (HFO)<br>30012 - Air Traffic Control<br>Specialist Terminal (HFO) (see 2)  | 44.86<br>30.93<br>34.06                                     |
| 29042 - Stevedore II<br>30000 - Technical Occupations<br>30010 - Air Traffic Control (see 2)<br>Specialist Center (HFO)<br>30011 - Air Traffic Control (see 2)<br>Specialist Station (HFO)<br>30012 - Air Traffic Control<br>Specialist Terminal (HFO) (see 2)<br>30021 - Archeological Technician I  | 44.86<br>30.93<br>34.06<br>21.07                            |
| 29042 - Stevedore II<br>30000 - Technical Occupations<br>30010 - Air Traffic Control (see 2)<br>Specialist Center (HFO)<br>30011 - Air Traffic Control (see 2)<br>Specialist Station (HFO)<br>30012 - Air Traffic Control<br>Specialist Terminal (HFO) (see 2)<br>30021 - Archeological Technician I<br>30022 - Archeological Technician II   | 44.86<br>30.93<br>34.06<br>21.07<br>23.57                   |
| 29042 - Stevedore II<br>30000 - Technical Occupations<br>30010 - Air Traffic Control (see 2)<br>Specialist Center (HFO)<br>30011 - Air Traffic Control (see 2)<br>Specialist Station (HFO)<br>30012 - Air Traffic Control<br>Specialist Terminal (HFO) (see 2)<br>30021 - Archeological Technician I<br>30022 - Archeological Technician III<br>30023 - Archeological Technician III                                    | 44.86<br>30.93<br>34.06<br>21.07<br>23.57<br>29.20          |
| 29042 - Stevedore II<br>30000 - Technical Occupations<br>30010 - Air Traffic Control (see 2)<br>Specialist Center (HFO)<br>30011 - Air Traffic Control (see 2)<br>Specialist Station (HFO)<br>30012 - Air Traffic Control<br>Specialist Terminal (HFO) (see 2)<br>30021 - Archeological Technician I<br>30022 - Archeological Technician III<br>30023 - Archeological Technician III<br>30030 - Cartographic Technician | 44.86<br>30.93<br>34.06<br>21.07<br>23.57<br>29.20<br>29.20 |
| 29042 - Stevedore II<br>30000 - Technical Occupations<br>30010 - Air Traffic Control (see 2)<br>Specialist Center (HFO)<br>30011 - Air Traffic Control (see 2)<br>Specialist Station (HFO)<br>30012 - Air Traffic Control<br>Specialist Terminal (HFO) (see 2)<br>30021 - Archeological Technician I<br>30022 - Archeological Technician III<br>30023 - Archeological Technician III                                    | 44.86<br>30.93<br>34.06<br>21.07<br>23.57<br>29.20          |

| 30052 - Cryogenic Technician II      |      | 33.81   |
|--------------------------------------|------|---------|
| 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     |      | 18.02   |
| 30082 - Engineering Technician II    |      | 20.24   |
| 30083 - Engineering Technician III   |      | 22.64   |
| 30084 - Engineering Technician IV    |      | 28.05   |
| 30085 - Engineering Technician V     |      | 34.31   |
| 30086 - Engineering Technician VI    |      | 41.50   |
| 30090 - Environmental Technician     |      | 26.74   |
| 30095 - Evidence Control Specialist  |      | 27.64   |
| 30210 - Laboratory Technician        |      | 24.55   |
| 30221 - Latent Fingerprint           |      | 30.61   |
| Technician I                         |      |         |
| 30222 - Latent Fingerprint           |      | 33.81   |
| Technician II                        |      |         |
| 30240 - Mathematical Technician      |      | 32.12   |
| 30361 - Paralegal/Legal Assistant I  |      | 21.98   |
| 30362 - Paralegal/Legal Assistant II |      | 27.23   |
| 30363 - Paralegal/Legal Assistant    |      | 33.31   |
| III                                  |      |         |
| 30364 - Paralegal/Legal Assistant IV |      | 40.29   |
| 30375 - Petroleum Supply Specialist  |      | 33.81   |
| 30390 - Photo-Optics Technician      |      | 29.20   |
| 30395 - Radiation Control Technician |      | 33.81   |
| 30461 - Technical Writer I           |      | 28.66   |
| 30462 - Technical Writer II          |      | 35.06   |
| 30463 - Technical Writer III         |      | 42.43   |
| 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   |
|                                      | e 2) | 26.27   |
| Upper Air Or                         |      |         |
| Surface Programs                     |      |         |
|                                      | e 2) | 29.20   |
| 31000 - Transportation/Mobile        |      |         |
| Equipment Operation Occupations      |      | 0.4.4.0 |
| 31010 - Airplane Pilot               |      | 34.49   |
|                                      |      |         |

| 31020 - Bus Aide                    | 19.02 |
|-------------------------------------|-------|
| 31030 - Bus Driver                  | 24.05 |
| 31043 - Driver Courier              | 17.34 |
| 31260 - Parking and Lot Attendant   | 14.82 |
| 31290 - Shuttle Bus Driver          | 18.62 |
| 31310 - Taxi Driver                 | 16.25 |
| 31361 - Truckdriver Light           | 18.33 |
| 31362 - Truckdriver Medium          | 19.25 |
| 31363 - Truckdriver Heavy           | 25.38 |
| 31364 - Truckdriver Tractor-Trailer | 25.38 |
| 99000 - Miscellaneous Occupations   | 20.00 |
| 99020 - Cabin Safety Specialist     | 16.82 |
| 99030 - Cashier                     | 13.87 |
| 99050 - Desk Clerk                  | 14.31 |
| 99095 - Embalmer                    | 39.85 |
| 99130 - Flight Follower             | 28.51 |
| 99251 - Laboratory Animal Caretaker | 18.60 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 19.66 |
| II                                  |       |
| 99260 - Marketing Analyst           | 32.92 |
| 99310 - Mortician                   | 39.85 |
| 99410 - Pest Controller             | 20.42 |
| 99510 - Photofinishing Worker       | 16.82 |
| 99710 - Recycling Laborer           | 24.73 |
| 99711 - Recycling Specialist        | 28.18 |
| 99730 - Refuse Collector            | 22.92 |
| 99810 - Sales Clerk                 | 14.13 |
| 99820 - School Crossing Guard       | 17.17 |
| 99830 - Survey Party Chief          | 31.42 |
| 99831 - Surveying Aide              | 20.79 |
| 99832 - Surveying Technician        | 28.55 |
| 99840 - Vending Machine Attendant   | 20.49 |
| 99841 - Vending Machine Repairer    | 23.60 |
| 99842 - Vending Machine Repairer    | 20.49 |
| Helper                              |       |

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 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 repovation demolition and maintenance operations on sensitive

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

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

### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

### Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent

information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4105

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 17 Date Of Last Revision: 12/27/2021

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

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

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

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

State: Rhode Island

This wage determination is applicable to New Shoreham town in Washington County.

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 17.29 |
| 01012 - Accounting Clerk II        |          | 19.24 |
| 01013 - Accounting Clerk III       |          | 21.52 |
| 01020 - Administrative Assistant   |          | 25.92 |
| 01035 - Court Reporter             |          | 19.73 |
| 01041 - Customer Service           |          | 13.31 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 14.97 |
| Representative II                  |          |       |

| 01043 - Customer Service               | 16.34           |
|--|-----------------|
| Representative III                     |                 |
| 01051 - Data Entry Operator I          | 16.04           |
| 01052 - Data Entry Operator II         | 17.29           |
| 01060 - Dispatcher Motor Vehicle       | 21.52           |
| 01070 - Document Preparation Clerk     | 17.28           |
| 01090 - Duplicating Machine Operator   | 17.28           |
| 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              | 15.24           |
| 01191 - Order Clerk I                  | 15.84           |
| 01192 - Order Clerk II                 | 17.79           |
| 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       | 24.08           |
| 01290 - Rental Clerk                   | 15.58           |
| 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              | 25.92           |
| 01420 - Survey Worker                  | 20.36           |
| 01460 - Switchboard                    | 16.45           |
| Operator/Receptionist                  |                 |
| 01531 - Travel Clerk I                 | 15.62           |
| 01532 - Travel Clerk II                | 16.58           |
| 01533 - Travel Clerk III               | 17.38           |
| 01611 - Word Processor I               | 17.15           |
| 01612 - Word Processor II              | 19.23           |
| 01613 - Word Processor III             | 21.52           |
| 05000 - Automotive Service Occupations |                 |
| 05005 - Automobile Body Repairer       | 22.84           |
| Fiberglass                             |                 |
|  | ectrician 19.62 |
| 05040 - Automotive Glass Installer     | 18.84           |
| 05070 - Automotive Worker              | 18.84           |
| 05110 - Mobile Equipment Servicer      | 17.28           |
| 05130 - Motor Equipment Metal          | 20.43           |
| Mechanic                               |                 |
| 05160 - Motor Equipment Metal Worker   | 18.84           |
| 05190 - Motor Vehicle Mechanic         | 20.43           |

| 05220 - Motor Vehicle Mechanic<br>Helper               | 16.46 |
|--|-------|
| 05250 - Motor Vehicle Upholstery<br>Worker             | 18.03 |
| 05280 - Motor Vehicle Wrecker                          | 18.84 |
| 05310 - Painter Automotive                             | 19.87 |
| 05340 - Radiator Repair Specialist                     | 18.84 |
| 05370 - Tire Repairer                                  | 17.35 |
| 05400 - Transmission Repair                            | 20.43 |
| Specialist   |       |
| 07000 - Food Preparation And Service                   |       |
| Occupations  |       |
| 07010 - Baker  | 15.88 |
| 07041 - Cook I   | 16.98 |
| 07042 - Cook II  | 18.55 |
| 07070 - Dishwasher                                     | 11.20 |
| 07130 - Food Service Worker                            | 12.44 |
| 07210 - Meat Cutter                                    | 19.12 |
| 07260 - Waiter/Waitress                                | 12.77 |
| 09000 - Furniture Maintenance And                      |       |
| Repair Occupations                                     |       |
| 09010 - Electrostatic Spray Painter                    | 19.91 |
| 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  | 10.00 |
| 11030 - Cleaner Vehicles                               | 13.09 |
| 11060 - Elevator Operator                              | 14.48 |
| 11090 - Gardener                                       | 18.13 |
| 11122 - Housekeeping Aide                              | 14.48 |
| 11150 - Janitor<br>11210 - Laborer Grounds Maintenance | 14.48 |
| 11240 - Maid or Houseman                               | 14.58 |
| 11240 - Maid of Houseman<br>11260 - Pruner             | 14.58 |
| 11270 - Tractor Operator                               | 18.06 |
| 11330 - Trail Maintenance Worker                       | 16.16 |
| 11360 - Window Cleaner                                 | 15.80 |
| 12000 - Health Occupations                             | 10.00 |
| 12010 - Ambulance Driver                               | 19.33 |
| 12011 - Breath Alcohol Technician                      | 25.38 |
| 12012 - Certified Occupational                         | 26.74 |
| Therapist Assistant                                    |       |
| 12015 - Certified Physical Therapist                   | 27.70 |
| Assistant  |       |
| 12020 - Dental Assistant                               | 20.21 |
| 12025 - Dental Hygienist                               | 36.65 |

| 12030 - EKG Technician               | 31.42 |
|--------------------------------------|-------|
| 12035 - Electroneurodiagnostic       | 31.42 |
| Technologist                         |       |
| 12040 - Emergency Medical Technician | 19.33 |
| 12071 - Licensed Practical Nurse I   | 22.70 |
| 12072 - Licensed Practical Nurse II  | 25.38 |
| 12073 - Licensed Practical Nurse III | 28.29 |
| 12100 - Medical Assistant            | 17.63 |
| 12130 - Medical Laboratory           | 26.51 |
| Technician                           |       |
| 12160 - Medical Record Clerk         | 18.91 |
| 12190 - Medical Record Technician    | 21.15 |
| 12195 - Medical Transcriptionist     | 17.27 |
| 12210 - Nuclear Medicine             | 44.13 |
| 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            | 23.22 |
| 12236 - Optical Technician           | 17.96 |
| 12250 - Pharmacy Technician          | 17.57 |
| 12280 - Phlebotomist                 | 18.60 |
|                                      | 34.82 |
| 12305 - Radiologic Technologist      |       |
| 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  | 23.94 |
| Testing)                             |       |
| 12320 - Substance Abuse Treatment    | 25.41 |
| Counselor                            |       |
| 13000 - Information And Arts         |       |
| Occupations                          |       |
| 13011 - Exhibits Specialist I        | 23.56 |
| 13012 - Exhibits Specialist II       | 29.18 |
| 13013 - Exhibits Specialist III      | 35.70 |
| 13041 - Illustrator I                | 21.51 |
| 13042 - Illustrator II               | 29.18 |
| 13043 - Illustrator III              | 33.51 |
| 13047 - Librarian                    | 32.32 |
| 13050 - Library Aide/Clerk           | 14.32 |
| 13054 - Library Information          | 29.18 |
| Technology Systems                   |       |
| Administrator                        |       |

|  | 10 10 |
|--|-------|
| 13058 - Library Technician                     | 19.18 |
| 13061 - Media Specialist I                     | 21.07 |
| 13062 - Media Specialist II                    | 23.56 |
| 13063 - Media Specialist III                   | 26.26 |
| 13071 - Photographer I                         | 18.92 |
| 13072 - Photographer II                        | 21.16 |
| 13073 - Photographer III                       | 27.67 |
| 13074 - Photographer IV                        | 32.06 |
| 13075 - Photographer V                         | 38.80 |
| 13090 - Technical Order Library                | 19.42 |
| Clerk  |       |
| 13110 - Video Teleconference                   | 20.67 |
| Technician                                     |       |
| 14000 - Information Technology                 |       |
| Occupations                                    |       |
| 14041 - Computer Operator I                    | 18.08 |
| 14042 - Computer Operator II                   | 20.22 |
| 14042 - Computer Operator III                  | 22.54 |
|  | 25.05 |
| 14044 - Computer Operator IV                   |       |
| 14045 - Computer Operator V                    | 27.74 |
| 14071 - Computer Programmer I (see 1)          | 25.43 |
| <b>14072 - Computer Programmer II</b> (see 1)  |       |
| <b>14073 - Computer Programmer III</b> (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)                         | 52.55 |
| 15020 - Aircrew Training Devices               | 39.40 |
| -  | 59.40 |
| Instructor (Rated)                             | 17 01 |
| 15030 - Air Crew Training Devices              | 47.21 |
| Instructor (Pilot)                             | 01 10 |
| 15050 - Computer Based Training                | 31.42 |
| 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   | - / • Z I      |
| 15090 - Technical Instructor                                      | 27.23          |
| 15095 - Technical Instructor/Course                               | 31.49          |
| Developer   |                |
| 15110 - Test Proctor  | 21.97          |
| 15120 - Tutor   | 21.97          |
| 16000 - Laundry Dry-Cleaning Pressing                             |                |
| And Related Occupations   |                |
| 16010 - Assembler   | 14.51          |
| 16030 - Counter Attendant   | 14.51          |
| 16040 - Dry Cleaner   | 16.86          |
| 16070 - Finisher Flatwork Machine                                 | 14.51          |
| 16090 - Presser Hand  | 14.51          |
| 16110 - Presser Machine Drycleaning                               | 14.51          |
| 16130 - Presser Machine Shirts                                    | 14.51          |
| 16160 - Presser Machine Wearing                                   | 14.51          |
| 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                               | 21.30          |
| Room)   |                |
| 19040 - Tool And Die Maker  | 24.80          |
| 21000 - Materials Handling And Packing                            |                |
| Occupations   |                |
| 21020 - Forklift Operator   | 18.51          |
| 21030 - Material Coordinator                                      | 24.90          |
| 21040 - Material Expediter  | 24.90          |
| 21050 - Material Handling Laborer                                 | 15.49          |
| 21071 - Order Filler  | 13.72          |
| 21080 - Production Line Worker (Food                              | 18.51          |
| Processing)   | 17 00          |
| 21110 - Shipping Packer   | 17.02          |
| 21130 - Shipping/Receiving Clerk                                  | 17.02          |
| 21140 - Store Worker I  | 14.06          |
| 21150 - Stock Clerk<br>21210 - Tools And Parts Attendant          | 18.10          |
| 21210 - Tools And Parts Attendant<br>21410 - Warehouse Specialist | 18.51<br>18.51 |
| 23000 - Mechanics And Maintenance And                             | 10.J1          |
| Repair Occupations  |                |
| 23010 - Aerospace Structural Welder                               | 28.68          |
| 23019 - Aircraft Logs and Records                                 | 22.85          |
| Technician  | 22.00          |
| 23021 - Aircraft Mechanic I                                       | 27.32          |
| 23022 - Aircraft Mechanic II                                      | 28.68          |
| 23023 - Aircraft Mechanic III                                     | 30.12          |
|   | ~~•±2          |

| 23040 - Aircraft Mechanic Helper       21.86         23050 - Aircraft Servicer       22.85         23070 - Aircraft Survival Flight       22.85         23070 - Aircraft Survival Flight       22.85         23080 - Aircraft Worker       24.04         23091 - Aircrew Life Support       24.04         Equipment (ALSE) Mechanic       1         23100 - Aircrew Life Support       27.32         Equipment (ALSE) Mechanic       1         23110 - Appliance Mechanic       21.48         23120 - Bicycle Repairer       17.62         23130 - Carpenter Maintenance       28.51         23140 - Carpet Layer       20.89         23161 - Electronics Technician       29.28         Maintenance I       23.181 - Electronics Technician       30.81         Maintenance III       23.20       Fire Alarm System Mechanic       23.66         23181 - Flectronics Technician       32.06       32.06         Maintenance III       23.246       23.311       5.81         23181 - Flectronics Technician       32.06       33.06         Cound Support Equipment       23.46       23.312         23131 - Fuel Distribution System       23.36         Operator       23.380       Ground Support Equipment       24.04 </th <th></th> <th></th>  |                                    |       |
|---|------------------------------------|-------|
| 23060 - Aircraft Servicer22.8523070 - Aircraft Survival Flight25.18Equipment Technician24.0423091 - Aircrew Life Support24.04Equipment (ALSE) Mechanic123092 - Aircrew Life Support27.32Equipment (ALSE) Mechanic21.4823120 - Bicycle Repairer17.6223125 - Cable Splicer22.1323130 - Carpenter Maintenance24.3723140 - Carpet Layer20.8923160 - Electrician Maintenance28.2323181 - Electronics Technician30.81Maintenance II23.26023250 - Fabric Worker20.8823290 - Fire Alarm System Mechanic23.6823311 - Fuel Distribution System23.6623312 - Fuel Distribution System23.6623311 - Fuel Distribution System23.96Operator23.381 - Ground Support Equipment27.32Mechanic23.381 - Ground Support Equipment27.32Mechanic23.39623.39623312 - Fuel Distribution System23.96Operator23.391Gound Support Equipment23381 - Ground Support Equipment24.04Worker23.39123391 - Gunsmith I23.4623392 - Ground Support Equipment24.6423391 - Gunsmith II23.4623392 - Ground Support Equipment26.64Conditioning27.76Mechanic27.7623410 - Heating Ventilation And Air27.66Contidioning24.24Mechanic27.26 <t< th=""><th>23040 - Aircraft Mechanic Helper</th><th>21.86</th></t<>  | 23040 - Aircraft Mechanic Helper   | 21.86 |
| 23070 - Aircraft Survival Flight25.18Equipment Technician23080 - Aircraft Worker24.0423091 - Aircrew Life Support24.04Equipment (ALSE) Mechanic7I23092 - Aircrew Life Support27.32Equipment (ALSE) Mechanic123100 - Appliance Mechanic21.4823120 - Bicycle Repairer17.6223125 - Cable Splicer32.7123130 - Carpenter Maintenance24.3723140 - Carpet Layer20.8923161 - Electrician Maintenance28.5123181 - Electronics Technician30.81Maintenance II30.8123183 - Electronics Technician32.06Maintenance III23.23123260 - Fabric Worker20.8823290 - Fire Alarm System Mechanic23.6823310 - Fire Extinguisher Repairer23.4623311 - Fuel Distribution System23.96Operator23.38023380 - Ground Support Equipment27.32Mechanic23.38123381 - Ground Support Equipment22.85Servicer23.381 - Ground Support Equipment23391 - Gunsmith II23.4623392 - Gunsmith III23.4623392 - Gunsmith III27.32Mechanic23.39223391 - Gunsmith II23.6623392 - Gunsmith III27.66Conditioning27.66Mechanic23.4623391 - Gunsmith II27.6623391 - Heating Ventilation And Air27.66Conditioning23.4623391 - Heati  | 23050 - Aircraft Painter           | 25.18 |
| Equipment Technician 24.04<br>23080 - Aircraft Worker 24.04<br>23091 - Aircrew Life Support 24.04<br>Equipment (ALSE) Mechanic 7<br>I<br>23092 - Aircrew Life Support 27.32<br>Equipment (ALSE) Mechanic 21.48<br>23120 - Bicycle Repairer 17.62<br>23125 - Cable Splicer 32.71<br>23130 - Carpenter Maintenance 24.37<br>23140 - Carpet Layer 208<br>23160 - Electrician Maintenance 28.51<br>23181 - Electronics Technician 29.28<br>Maintenance I<br>23182 - Electronics Technician 30.81<br>Maintenance II<br>23182 - Electronics Technician 32.06<br>Maintenance II<br>23260 - Fabric Worker 20.88<br>23290 - Fire Alarm System Mechanic 23.68<br>23310 - Fire Extinguisher Repairer 23.68<br>23310 - Fire Extinguisher Repairer 23.68<br>23310 - Fire Alarm System Mechanic 23.68<br>23310 - Fire Alarm System 28.31<br>Mechanic 23.83<br>Mechanic 23.83<br>Mechanic 23.83<br>Servicer 21.69<br>23382 - Ground Support Equipment 22.85<br>Servicer 23381 - Ground Support Equipment 24.04<br>Worker 23391 - Gunsmith I 23.64<br>23391 - Gunsmith I 23.64<br>23391 - Gunsmith II 25.73<br>23410 - Heating Ventilation And Air 27.73<br>23410 - Heating Ventilation And Air 27.66<br>Conditioning Mechanic 26.29  | 23060 - Aircraft Servicer          | 22.85 |
| Equipment Technician 24.04<br>23080 - Aircraft Worker 24.04<br>23091 - Aircrew Life Support 24.04<br>Equipment (ALSE) Mechanic 7<br>I<br>23092 - Aircrew Life Support 27.32<br>Equipment (ALSE) Mechanic 21.48<br>23120 - Bicycle Repairer 17.62<br>23125 - Cable Splicer 32.71<br>23130 - Carpenter Maintenance 24.37<br>23140 - Carpet Layer 208<br>23160 - Electrician Maintenance 28.51<br>23181 - Electronics Technician 29.28<br>Maintenance I<br>23182 - Electronics Technician 30.81<br>Maintenance II<br>23182 - Electronics Technician 32.06<br>Maintenance II<br>23260 - Fabric Worker 20.88<br>23290 - Fire Alarm System Mechanic 23.68<br>23310 - Fire Extinguisher Repairer 23.68<br>23310 - Fire Extinguisher Repairer 23.68<br>23310 - Fire Alarm System Mechanic 23.68<br>23310 - Fire Alarm System 28.31<br>Mechanic 23.83<br>Mechanic 23.83<br>Mechanic 23.83<br>Servicer 21.69<br>23382 - Ground Support Equipment 22.85<br>Servicer 23381 - Ground Support Equipment 24.04<br>Worker 23391 - Gunsmith I 23.64<br>23391 - Gunsmith I 23.64<br>23391 - Gunsmith II 25.73<br>23410 - Heating Ventilation And Air 27.73<br>23410 - Heating Ventilation And Air 27.66<br>Conditioning Mechanic 26.29  | 23070 - Aircraft Survival Flight   | 25.18 |
| 23080 - Aircraft Worker24.0423091 - Aircrew Life Support24.04Equipment (ALSE) Mechanic7I23092 - Aircrew Life Support27.32Equipment (ALSE) Mechanic123110 - Appliance Mechanic21.4823120 - Bicycle Repairer17.6223125 - Cable Splicer32.7123130 - Carpenter Maintenance24.3723140 - Carpet Layer20.8923160 - Electrician Maintenance28.5123181 - Electronics Technician30.81Maintenance II30.8123183 - Electronics Technician32.06Maintenance III23.6023260 - Fabric Worker20.8823310 - Fire Extinguisher Repairer23.4623312 - Fuel Distribution System23.96Operator23.9623380 - Ground Support Equipment27.32Mechanic23.9623381 - Ground Support Equipment24.04Worker23.39123381 - Gunsmith I23.4623391 - Gunsmith II27.7323391 - Gunsmith II27.7323391 - Gunsmith II27.7323410 - Heating Ventilation And Air-26.64Conditioning77.73Mechanic23.4623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning77.73Mechanic27.7323410 - Heating Ventilation And Air-26.64Conditioning77.73Mechanic27.66Conditioning77.66 <t< th=""><th>-</th><th></th></t<>  | -                                  |       |
| 23091 - Aircrew Life Support24.04Equipment (ALSE) Mechanic723092 - Aircrew Life Support27.32Equipment (ALSE) Mechanic1123110 - Appliance Mechanic21.4823120 - Bicycle Repairer17.6223125 - Cable Splicer32.7123130 - Carpenter Maintenance24.3723140 - Carpet Layer20.8323160 - Electrician Maintenance28.5123181 - Electronics Technician30.81Maintenance II723130 - Fire Alarm System Mechanic23.6823310 - Fire Extinguisher Repairer23.6823310 - Fire Extinguisher Repairer23.6823310 - Fire Extinguisher Repairer23.6823311 - Fuel Distribution System28.31Mechanic23.9623322 - Ground Support Equipment22.85Servicer23381 - Ground Support Equipment22.8523391 - Gunsmith II23.4623392 - Gunsmith II23.4623393 - Gunsmith II27.7323410 - Heating Ventilation And Air27.66Conditioning7.73Mechanic23.4623393 - Gunsmith III27.7323410 - Heating Ventilation And Air27.66Conditioning7.73Mechanic27.7323410 - Heating Ventilation And Air27.66Conditioning7.766Mechanic27.7323410 - Heating Ventilation And Air27.66Conditioning7.766Conditioning7.766 <tr <td="">Mechanic27</tr>  |                                    | 24.04 |
|   |                                    |       |
| Equipment (ALSE) Mechanic<br>I<br>23092 - Aircrew Life Support<br>Equipment (ALSE) Mechanic<br>II<br>23110 - Appliance Mechanic<br>21.48<br>23120 - Bicycle Repairer<br>23125 - Cable Splicer<br>23130 - Carpenter Maintenance<br>24.37<br>23140 - Carpet Layer<br>20.89<br>23160 - Electronics Technician<br>Maintenance I<br>23182 - Electronics Technician<br>Maintenance II<br>23183 - Electronics Technician<br>Maintenance II<br>23260 - Fabric Worker<br>23310 - Fire Alarm System Mechanic<br>23311 - Fuel Distribution System<br>23182 - Fuel Distribution System<br>23380 - Ground Support Equipment<br>23381 - Ground Support Equipment<br>23382 - Ground Support Equipment<br>23382 - Ground Support Equipment<br>23392 - Gunsmith II<br>23300 - Gunsmith II<br>23310 - Heating Ventilation And Air-<br>23411 - Heating Ventilation And Air-<br>23410 - Heating Ventilation And Air-<br>2340 - Heaty Equipment Mechanic<br>2340 - Heaty Equipment Mechanic<br>26.29 |                                    |       |
| T<br>23092 - Aircrew Life Support<br>Equipment (ALSE) Mechanic<br>II<br>23110 - Appliance Mechanic<br>23120 - Bicycle Repairer<br>23125 - Cable Splicer<br>23125 - Cable Splicer<br>23130 - Carpenter Maintenance<br>24.37<br>23140 - Carpet Layer<br>20.89<br>23160 - Electrician Maintenance<br>23181 - Electronics Technician<br>Maintenance I<br>23182 - Electronics Technician<br>Maintenance II<br>23183 - Electronics Technician<br>Maintenance II<br>23260 - Fabric Worker<br>20.88<br>23290 - Fire Alarm System Mechanic<br>23311 - Fuel Distribution System<br>23312 - Fuel Distribution System<br>23312 - Fuel Distribution System<br>23381 - Ground Support Equipment<br>23382 - Ground Support Equipment<br>23382 - Ground Support Equipment<br>23382 - Ground Support Equipment<br>23391 - Gunsmith I<br>23392 - Gunsmith II<br>23392 - Gunsmith II<br>23393 - Gunsmith II<br>233410 - Heating Ventilation And Air-<br>23411 - Heating Ventilation And Air-<br>23400 - Heavy Equipment Mechanic<br>23430 - Heavy Equipment Mechanic<br>23430 - Heavy Equipment Mechanic<br>24.04<br>Worker<br>23391 - Gunsmith II<br>23430 - Heavy Equipment Mechanic<br>23430 - Heavy Equipment Mechanic<br>23430 - Heavy Equipment Mechanic<br>24.04<br>Mechanic<br>23430 - Heavy Equipment Mechanic<br>24.04<br>25.06<br>23393 - Gunsmith III<br>27.73<br>23410 - Heavy Equipment Mechanic<br>26.64<br>27.66<br>23430 - Heavy Equipment Mechanic<br>26.29  |                                    | 21.01 |
| 23092 - Aircrew Life Support         27.32           Equipment (ALSE) Mechanic         1           1         1           23110 - Appliance Mechanic         21.48           23120 - Bicycle Repairer         17.62           23125 - Cable Splicer         32.71           23130 - Carpente Maintenance         24.37           23140 - Carpet Layer         20.89           23160 - Electrician Maintenance         28.51           23181 - Electronics Technician         29.28           Maintenance I         23182 - Electronics Technician           23182 - Electronics Technician         30.81           Maintenance III         23260 - Fabric Worker         20.88           23290 - Fire Alarm System Mechanic         23.68           23311 - Fuel Distribution System         23.61           23312 - Fuel Distribution System         23.96           Operator         23381 - Ground Support Equipment         27.32           Mechanic         23382 - Ground Support Equipment         24.04           Worker         23391 - Gunsmith I         23.46           23392 - Gunsmith II         25.56         23393 - Gunsmith III         25.56           23393 - Gunsmith III         25.66         23393 - Gunsmith III         27.73 <t< th=""><th></th><th></th></t<>   |                                    |       |
| Equipment (ALSE) Mechanic       II         1I       23110 - Appliance Mechanic       21.48         23120 - Bicycle Repairer       17.62         23125 - Cable Splicer       32.71         23130 - Carpenter Maintenance       24.37         23140 - Carpet Layer       20.89         23160 - Electrician Maintenance       28.51         23181 - Electronics Technician       29.28         Maintenance I       20.89         23183 - Electronics Technician       30.81         Maintenance II       3183         23260 - Fabric Worker       20.88         23290 - Fire Alarm System Mechanic       23.68         23310 - Fire Extinguisher Repairer       23.46         23311 - Fuel Distribution System       28.31         Mechanic       23.96         23370 - General Maintenance Worker       21.69         23381 - Ground Support Equipment       22.85         Servicer       23.381 - Ground Support Equipment       24.04         Worker       23.46         23391 - Gunsmith I       23.46         23392 - Gunsmith III       23.46         23393 - Gunsmith III       23.46         23393 - Gunsmith III       25.56         23393 - Gunsmith III       25.66   | -                                  | 27 22 |
| II23110 - Appliance Mechanic21.4823120 - Bicycle Repairer17.6223125 - Cable Splicer32.7123130 - Carpenter Maintenance24.3723140 - Carpet Layer20.8923161 - Electrician Maintenance28.5123181 - Electronics Technician29.28Maintenance I23183 - Electronics Technician23183 - Electronics Technician30.81Maintenance II23183 - Electronics Technician23260 - Fabric Worker20.8823310 - Fire Alarm System Mechanic23.6823311 - Fuel Distribution System28.31Mechanic23.9623370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic23.9623381 - Ground Support Equipment24.04Worker23.9523391 - Gunsmith I23.4623392 - Gunsmith II23.4623393 - Gunsmith III27.732410 - Heating Ventilation And Air-26.64ConditioningMechanic23411 - Heating Ventilation And Air27.66ConditioningMechanic23410 - Heavy Equipment Mechanic26.29   |                                    | 21.52 |
| 23110 - Appliance Mechanic         21.48           23120 - Bicycle Repairer         17.62           23125 - Cable Splicer         32.71           23130 - Carpenter Maintenance         24.37           23140 - Carpet Layer         20.89           23160 - Electrician Maintenance         28.51           23181 - Electronics Technician         29.28           Maintenance I         30.81           23182 - Electronics Technician         32.06           Maintenance II         23260 - Fabric Worker         20.88           23200 - Fire Alarm System Mechanic         23.68           23310 - Fire Extinguisher Repairer         23.46           23312 - Fuel Distribution System         23.96           Operator         23.380           23312 - Fuel Distribution System         23.96           Operator         23.381           23381 - Ground Support Equipment         22.85           Servicer         23381 - Ground Support Equipment         24.04           Worker         23.392 - Gunsmith II         23.46           23391 - Gunsmith II         23.46         23.392           23391 - Gunsmith II         25.56           23393 - Gunsmith III         25.56           23393 - Gunsmith III         27.73   |                                    |       |
| 23120 - Bicycle Repairer         17.62           23125 - Cable Splicer         32.71           23130 - Carpenter Maintenance         24.37           23140 - Carpet Layer         20.89           23160 - Electrician Maintenance         28.51           23181 - Electronics Technician         29.28           Maintenance I         23183 - Electronics Technician         30.81           Maintenance III         23260 - Fabric Worker         20.88           23290 - Fire Alarm System Mechanic         23.66           23311 - Fuel Distribution System         28.31           Mechanic         23.36           23370 - General Maintenance Worker         21.69           23380 - Ground Support Equipment         27.32           Mechanic         23.382           23381 - Ground Support Equipment         24.04           Worker         23381 - Ground Support Equipment           23382 - Ground Support Equipment         25.56           23391 - Gunsmith II         25.56           23393 - Gunsmith III         27.73           23410 - Heating Ventilation And Air-         26.64           Conditioning         27.66           Mechanic         23410 - Heating Ventilation And Air-   |                                    | 21 40 |
| 23125 - Cable Splicer32.7123130 - Carpenter Maintenance24.3723140 - Carpet Layer20.8923160 - Electrician Maintenance28.5123181 - Electronics Technician29.28Maintenance I23183 - Electronics Technician23183 - Electronics Technician30.81Maintenance II32.0623100 - Fabric Worker20.8823290 - Fire Alarm System Mechanic23.6823311 - Fuel Distribution System28.31Mechanic23.34623312 - Fuel Distribution System23.96Operator23.380 - Ground Support Equipment23381 - Ground Support Equipment22.85Servicer23.381 - Ground Support Equipment23391 - Gunsmith II23.4623392 - Gunsmith III25.5623393 - Gunsmith III25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning23411 - Heating Ventilation And Air-23410 - Heating Ventilation And Air27.66Conditioning23430 - Ground Suport Equipment23410 - Heating Ventilation And Air-26.64Conditioning24.04Mechanic23410 - Heating Ventilation And Air-23410 - Heating Ventilation And Air27.66Conditioning23430 - Ground Facility23430 - Heavy Equipment Mechanic26.29  |                                    |       |
| 23130 - Carpenter Maintenance         24.37           23140 - Carpet Layer         20.89           23160 - Electrician Maintenance         28.51           23181 - Electronics Technician         29.28           Maintenance I         23182 - Electronics Technician         30.81           Maintenance II         23183 - Electronics Technician         32.06           Maintenance III         23260 - Fabric Worker         20.88           23290 - Fire Alarm System Mechanic         23.68           23310 - Fire Extinguisher Repairer         23.46           23311 - Fuel Distribution System         28.31           Mechanic         23.96           Operator         23380 - Ground Support Equipment         27.32           Mechanic         23.381 - Ground Support Equipment         24.04           Worker         23391 - Gunsmith I         23.46           23391 - Gunsmith II         25.56         23393 - Gunsmith III         25.56           23393 - Gunsmith II         25.56         23393 - Gunsmith III         27.73           23410 - Heating Ventilation And Air         27.66         26.64           Conditioning         27.66         23411 - Heating Ventilation And Air         27.66           Mechanic         23430 - Heavy Equipment Mechanic         26.29 </th <th></th> <th></th>   |                                    |       |
| 23140 - Carpet Layer20.8923160 - Electrician Maintenance28.5123181 - Electronics Technician29.28Maintenance I30.81Maintenance II30.8123183 - Electronics Technician32.06Maintenance III23260 - Fabric Worker20.8823290 - Fire Alarm System Mechanic23.6823310 - Fire Extinguisher Repairer23.4623312 - Fuel Distribution System23.96Operator23380 - General Maintenance Worker21.6923381 - Ground Support Equipment27.32Mechanic23381 - Ground Support Equipment22.85Servicer23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air26.64ConditioningMechanic23411 - Heating Ventilation And Air27.66ConditioningMechanic23430 - Heavy Equipment Mechanic26.629  | -                                  |       |
| 23160 - Electrician Maintenance28.5123181 - Electronics Technician29.28Maintenance I30.81Maintenance III31.83 - Electronics Technician23183 - Electronics Technician32.06Maintenance III23260 - Fabric Worker20.8823290 - Fire Alarm System Mechanic2310 - Fire Extinguisher Repairer23.462311 - Fuel Distribution System23.96Operator23300 - General Maintenance Worker21.6923381 - Ground Support Equipment27.32Mechanic23381 - Ground Support Equipment22.85Servicer23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64ConditioningMechanic27.66ZonditioningMechanic27.6623411 - Heating Ventilation And Air27.66Conditioning23.40Mechanic23.4123410 - Heating Ventilation And Air-26.64Conditioning23.42Mechanic23.4623411 - Heating Ventilation And Air-26.64Conditioning24.04Mechanic23.4623410 - Heating Ventilation And Air-26.64Conditioning23.4623411 - Heating Ventilation And Air-27.66Conditioning24.04Mechanic23.43023410 - Heaty Equipment Mechanic26.62   |                                    |       |
| 23181 - Electronics Technician29.28Maintenance I30.81Maintenance II32.06Maintenance III32.06Maintenance III32.0623260 - Fabric Worker20.8823290 - Fire Alarm System Mechanic23.6823310 - Fire Extinguisher Repairer23.4623311 - Fuel Distribution System28.31Mechanic23.9023370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic23.381 - Ground Support Equipment23381 - Ground Support Equipment24.04Worker23.9323391 - Gunsmith I25.5623392 - Gunsmith II25.5623393 - Gunsmith III25.6623393 - Gunsmith III25.6623410 - Heating Ventilation And Air-26.64ConditioningMechanicMechanic27.6623411 - Heating Ventilation And Air27.66Conditioning24.04Mechanic23.4123410 - Heating Ventilation And Air27.6623411 - Heating Ventilation And Air27.66Conditioning24.04Mechanic27.6623411 - Heating Ventilation And Air27.66Conditioning27.66Mechanic27.66Condidoning24.04Mechanic27.66Conditioning24.04Mechanic27.66Condidoning27.66Condidoning27.66Condidoning24.04Mechanic2  |                                    |       |
| Maintenance I30.8123182 - Electronics Technician30.81Maintenance II32.06Maintenance III20.8823260 - Fabric Worker20.8823290 - Fire Alarm System Mechanic23.6823310 - Fire Extinguisher Repairer23.4623311 - Fuel Distribution System28.31Mechanic23.96Operator23.9623380 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic23.9823381 - Ground Support Equipment22.85Servicer23.94623392 - Gunsmith I25.5623393 - Gunsmith II25.5623393 - Gunsmith III25.6623393 - Gunsmith III25.6623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning77.66Mechanic27.6623411 - Heating Ventilation And Air-27.66Conditioning77.66Mechanic23.4023410 - Heating Ventilation And Air-26.64Conditioning77.66Conditioning77.66Conditioning77.66Mechanic27.66Conditioning77.66Conditioning77.66Mechanic27.66Conditioning77.66Mechanic26.29   |                                    |       |
| 23182 - Electronics Technician30.81Maintenance II32.06Maintenance III32.0623260 - Fabric Worker20.8823290 - Fire Alarm System Mechanic23.6823310 - Fire Extinguisher Repairer23.4623311 - Fuel Distribution System28.31Mechanic23.96Operator23.962330 - Ground Support Equipment27.32Mechanic23.81 - Ground Support Equipment23381 - Ground Support Equipment24.04Worker23.9923391 - Gunsmith II25.5623392 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64ConditioningMechanicMechanic23.410 - Heating Ventilation And Air23430 - Heavy Equipment Mechanic27.66  |                                    | 29.28 |
| Maintenance II32.0623183 - Electronics Technician32.06Maintenance III23260 - Fabric Worker20.8823290 - Fire Alarm System Mechanic23.6823310 - Fire Extinguisher Repairer23.4623311 - Fuel Distribution System28.31Mechanic23.96Operator23.9623370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic23.981 - Ground Support Equipment23381 - Ground Support Equipment24.04Worker23.939 - Gunsmith I23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III26.64Conditioning24.04Mechanic27.7323410 - Heating Ventilation And Air-26.64Contidioning27.66Mechanic23410 - Heating Ventilation And Air23430 - Heavy Equipment Mechanic26.29   |                                    |       |
| 23183 - Electronics Technician32.06Maintenance III23260 - Fabric Worker20.8823290 - Fire Alarm System Mechanic23.6823310 - Fire Extinguisher Repairer23.4623311 - Fuel Distribution System28.31Mechanic23.9623312 - Fuel Distribution System23.96Operator23.9723370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic23.9823381 - Ground Support Equipment22.85Servicer23.9223382 - Ground Support Equipment24.04Worker23.4623391 - Gunsmith I25.5623393 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning23411 - Heating Ventilation And AirMechanic23410 - Heating Ventilation And Air23410 - Heating Ventilation And Air27.66Conditioning23410 - Heating Ventilation And Air23410 - Heating Ventilation And Air27.66Conditioning23430 - Heavy Equipment Mechanic23430 - Heavy Equipment Mechanic26.29  | 23182 - Electronics Technician     | 30.81 |
| Maintenance III23260 - Fabric Worker20.8823290 - Fire Alarm System Mechanic23.6823310 - Fire Extinguisher Repairer23.4623311 - Fuel Distribution System28.31Mechanic23.96Operator23.9623370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic23.981 - Ground Support Equipment23381 - Ground Support Equipment22.85Servicer23.91 - Gunsmith I23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning23411 - Heating Ventilation And Air23410 - Heating Ventilation And Air27.66Contidioning23430 - Heavy Equipment Mechanic26.29   |                                    |       |
| 23260 - Fabric Worker20.8823290 - Fire Alarm System Mechanic23.6823310 - Fire Extinguisher Repairer23.4623311 - Fuel Distribution System28.31Mechanic23.9623312 - Fuel Distribution System23.96Operator23.9723370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic23.9823381 - Ground Support Equipment22.85Servicer23.9123391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning23411 - Heating Ventilation And Air23411 - Heating Ventilation And Air27.66Contidioning23430 - Heavy Equipment Mechanic23430 - Heavy Equipment Mechanic26.29   | 23183 - Electronics Technician     | 32.06 |
| 23290 - Fire Alarm System Mechanic23.6823310 - Fire Extinguisher Repairer23.4623311 - Fuel Distribution System28.31Mechanic23.9623312 - Fuel Distribution System23.96Operator23370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic2381 - Ground Support Equipment22.85Servicer23382 - Ground Support Equipment24.04Worker23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64ConditioningMechanicMechanic27.6623411 - Heating Ventilation And Air27.66Contidioning23430 - Heavy Equipment Mechanic26.29   | Maintenance III                    |       |
| 23310 - Fire Extinguisher Repairer23.4623311 - Fuel Distribution System28.31Mechanic23.9623312 - Fuel Distribution System23.96Operator23370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic23381 - Ground Support Equipment22.85Servicer23382 - Ground Support Equipment24.04Worker23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64ConditioningMechanicMechanic27.6623411 - Heating Ventilation And Air27.66Contidioning23430 - Heavy Equipment Mechanic26.29   | 23260 - Fabric Worker              | 20.88 |
| 23311 - Fuel Distribution System28.31Mechanic23312 - Fuel Distribution System23.96Operator23370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic2381 - Ground Support Equipment22.85Servicer23382 - Ground Support Equipment24.04Worker23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64ConditioningMechanicMechanic27.6623411 - Heating Ventilation And Air27.66Contidioning23430 - Heavy Equipment Mechanic23430 - Heavy Equipment Mechanic26.29  | 23290 - Fire Alarm System Mechanic | 23.68 |
| Mechanic23312 - Fuel Distribution System23.96Operator23370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic23381 - Ground Support Equipment22.85Servicer23382 - Ground Support Equipment24.04Worker23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning23411 - Heating Ventilation And Air27.66Mechanic23430 - Heavy Equipment Mechanic26.29   | 23310 - Fire Extinguisher Repairer | 23.46 |
| Mechanic23312 - Fuel Distribution System23.96Operator23370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic23381 - Ground Support Equipment22.85Servicer23382 - Ground Support Equipment24.04Worker23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning23411 - Heating Ventilation And Air27.66Mechanic23430 - Heavy Equipment Mechanic26.29   | 23311 - Fuel Distribution System   | 28.31 |
| Operator21.6923370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic23381 - Ground Support Equipment22.85Servicer23382 - Ground Support Equipment24.04Worker23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning23411 - Heating Ventilation And AirMechanic27.66Contidioning27.66Mechanic (Research Facility)26.29  | —                                  |       |
| Operator21.6923370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic23381 - Ground Support Equipment22.85Servicer23382 - Ground Support Equipment24.04Worker23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning23411 - Heating Ventilation And AirMechanic27.66Contidioning27.66Mechanic (Research Facility)26.29  | 23312 - Fuel Distribution System   | 23.96 |
| 23370 - General Maintenance Worker21.6923380 - Ground Support Equipment27.32Mechanic23381 - Ground Support Equipment22.85Servicer23382 - Ground Support Equipment24.04Worker23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning23411 - Heating Ventilation And Air27.66Contidioning23411 - Heating Ventilation And Air27.66Mechanic23430 - Heavy Equipment Mechanic26.29  | -                                  |       |
| 23380 - Ground Support Equipment27.32Mechanic23381 - Ground Support Equipment22.85Servicer23382 - Ground Support Equipment24.04Worker2391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning23411 - Heating Ventilation And AirMechanic27.66Contidioning27.66Mechanic (Research Facility)23430 - Heavy Equipment Mechanic23430 - Heavy Equipment Mechanic26.29   |                                    | 21.69 |
| Mechanic23381 - Ground Support Equipment22.85Servicer23382 - Ground Support Equipment24.04Worker23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning27.66Mechanic27.66Contidioning27.66Mechanic (Research Facility)23430 - Heavy Equipment Mechanic26.29   |                                    |       |
| 23381 - Ground Support Equipment22.85Servicer23382 - Ground Support Equipment24.04Worker23.4623391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning23411 - Heating Ventilation And AirMechanic27.66Contidioning27.66Mechanic (Research Facility)23430 - Heavy Equipment Mechanic23430 - Heavy Equipment Mechanic26.29  |                                    | 2,.02 |
| Servicer 24.04<br>23382 - Ground Support Equipment 24.04<br>Worker 23391 - Gunsmith I 23.46<br>23392 - Gunsmith II 25.56<br>23393 - Gunsmith III 27.73<br>23410 - Heating Ventilation And Air- 26.64<br>Conditioning 26.64<br>Conditioning 27.66<br>Contidioning 27.66<br>Contidioning 27.66  |                                    | 22 85 |
| 23382 - Ground Support Equipment24.04Worker23391 - Gunsmith I23392 - Gunsmith II23.4623393 - Gunsmith III25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning23411 - Heating Ventilation And Air23411 - Heating Ventilation And Air27.66Contidioning27.66Mechanic (Research Facility)23430 - Heavy Equipment Mechanic26.29   |                                    | 22.00 |
| Worker23391 - Gunsmith I23.4623392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning23411 - Heating Ventilation And AirMechanic27.766Contidioning27.66Mechanic (Research Facility)23430 - Heavy Equipment Mechanic26.29  |                                    | 24 04 |
| 23391 - Gunsmith I<br>23.46<br>23392 - Gunsmith II<br>23393 - Gunsmith III<br>27.73<br>23410 - Heating Ventilation And Air-<br>26.64<br>Conditioning<br>Mechanic<br>23411 - Heating Ventilation And Air<br>27.66<br>Contidioning<br>Mechanic (Research Facility)<br>23430 - Heavy Equipment Mechanic<br>26.29   |                                    | 24.04 |
| 23392 - Gunsmith II25.5623393 - Gunsmith III27.7323410 - Heating Ventilation And Air-26.64Conditioning26.64Mechanic23411 - Heating Ventilation And Air27.66Contidioning27.66Mechanic (Research Facility)23430 - Heavy Equipment Mechanic26.29   |                                    | 23 46 |
| 23393 - Gunsmith III 27.73<br>23410 - Heating Ventilation And Air-26.64<br>Conditioning<br>Mechanic<br>23411 - Heating Ventilation And Air 27.66<br>Contidioning<br>Mechanic (Research Facility)<br>23430 - Heavy Equipment Mechanic 26.29  |                                    |       |
| 23410 - Heating Ventilation And Air-<br>Conditioning<br>Mechanic<br>23411 - Heating Ventilation And Air<br>Contidioning<br>Mechanic (Research Facility)<br>23430 - Heavy Equipment Mechanic<br>26.29  |                                    |       |
| Conditioning<br>Mechanic<br>23411 - Heating Ventilation And Air<br>Contidioning<br>Mechanic (Research Facility)<br>23430 - Heavy Equipment Mechanic 26.29   |                                    |       |
| Mechanic23411 - Heating Ventilation And Air27.66Contidioning27.66Mechanic (Research Facility)23430 - Heavy Equipment Mechanic26.29  | -                                  | 20.04 |
| 23411 - Heating Ventilation And Air27.66Contidioning27.66Mechanic (Research Facility)23430 - Heavy Equipment Mechanic26.29  | -                                  |       |
| Contidioning<br>Mechanic (Research Facility)<br>23430 - Heavy Equipment Mechanic 26.29  |                                    |       |
| Mechanic(Research Facility)23430 - Heavy Equipment Mechanic26.29  | _                                  | 27.66 |
| 23430 - Heavy Equipment Mechanic 26.29  | -                                  |       |
|   | -                                  |       |
| <b>23440 - Heavy Equipment Operator</b> 30.34   |                                    |       |
|   | 23440 - Heavy Equipment Operator   | 30.34 |

| 23460 -   | Instrument Mechanic          | 27.73 |
|-----------|------------------------------|-------|
| 23465 -   | Laboratory/Shelter Mechanic  | 26.64 |
|           | Laborer                      | 15.49 |
|           | Locksmith                    | 21.66 |
|           | Machinery Maintenance        | 24.48 |
| Mechanic  |                              |       |
| 23550 -   | Machinist Maintenance        | 22.16 |
|           | Maintenance Trades Helper    | 17.42 |
|           | Metrology Technician I       | 27.73 |
|           | Metrology Technician II      | 28.78 |
|           | Metrology Technician III     | 29.89 |
|           | Millwright                   | 30.07 |
|           | Office Appliance Repairer    | 22.11 |
|           | Painter Maintenance          | 20.02 |
|           | Pipefitter Maintenance       | 28.64 |
|           | Plumber Maintenance          | 27.65 |
|           | Pneudraulic Systems Mechanic | 27.73 |
| 23850 -   |                              | 27.73 |
|           | Scale Mechanic               | 25.56 |
|           | Sheet-Metal Worker           | 25.47 |
| Maintenan |                              | 20.17 |
|           | Small Engine Mechanic        | 19.07 |
|           | Telecommunications Mechanic  | 28.70 |
| I         |                              | 20.70 |
| 23932 -   | Telecommunications Mechanic  | 29.79 |
| II        |                              | 2000  |
| 23950 -   | Telephone Lineman            | 31.78 |
|           | Welder Combination           | 24.49 |
| Maintenan | ce                           |       |
| 23965 -   | Well Driller                 | 27.57 |
| 23970 -   | Woodcraft Worker             | 28.89 |
| 23980 -   | Woodworker                   | 19.38 |
|           | ersonal Needs Occupations    |       |
| 24550 -   | Case Manager                 | 16.36 |
|           | Child Care Attendant         | 12.81 |
| 24580 -   | Child Care Center Clerk      | 15.73 |
| 24610 -   | Chore Aide                   | 14.37 |
| 24620 -   | Family Readiness And Support | 16.36 |
| Services  |                              |       |
| Coordin   | ator                         |       |
| 24630 -   | Homemaker                    | 17.05 |
| 25000 - P | lant And System Operations   |       |
| Occupatio | ns                           |       |
| 25010 -   | Boiler Tender                | 28.33 |
| 25040 -   | Sewage Plant Operator        | 24.64 |
|           | Stationary Engineer          | 28.33 |
|           | Ventilation Equipment Tender | 22.73 |
|           |                              |       |
| 25210 -   | Water Treatment Plant        | 24.64 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 21.53 |
| 27007 - Baggage Inspector              |      |    | 14.83 |
| 27008 - Corrections Officer            |      |    | 27.66 |
| 27010 - Court Security Officer         |      |    | 28.06 |
| 27030 - Detection Dog Handler          |      |    | 16.58 |
| 27040 - Detention Officer              |      |    | 27.66 |
| 27070 - Firefighter                    |      |    | 28.12 |
| 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    |      |    | 14.83 |
| 28042 - Carnival Equipment Repairer    |      |    | 15.58 |
| 28043 - Carnival Worker                |      |    | 12.36 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 16.50 |
| 28310 - Lifequard                      |      |    | 14.08 |
| 28350 - Park Attendant (Aide)          |      |    | 18.45 |
| 28510 - Recreation Aide/Health         |      |    | 13.46 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 22.37 |
| 28630 - Sports Official                |      |    | 14.69 |
| 28690 - Swimming Pool Operator         |      |    | 21.21 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 28.63 |
| 29020 - Hatch Tender                   |      |    | 28.63 |
| 29030 - Line Handler                   |      |    | 28.63 |
| 29041 - Stevedore I                    |      |    | 27.03 |
| 29042 - Stevedore II                   |      |    | 29.82 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 44.86 |
| Specialist Center (HFO)                |      | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 30.93 |
| Specialist Station (HFO)               | ,    | ,  |       |
| 30012 - Air Traffic Control            |      |    | 34.06 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 20.28 |
| 30022 - Archeological Technician II    |      |    | 21.05 |
| 30023 - Archeological Technician III   |      |    | 26.08 |
| 30030 - Cartographic Technician        |      |    | 26.08 |
| 30040 - Civil Engineering Technician   |      |    | 26.06 |
| 30051 - Cryogenic Technician I         |      |    | 28.15 |
| 30052 - Cryogenic Technician II        |      |    | 31.09 |
| 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             |      |        | 24.31          |
| 30095 - Evidence Control Specialist          |      |        | 25.41          |
| 30210 - Laboratory Technician                |      |        | 24.71          |
| 30221 - Latent Fingerprint                   |      |        | 28.15          |
| Technician I                                 |      |        |                |
| 30222 - Latent Fingerprint                   |      |        | 31.09          |
| Technician II                                |      |        |                |
| 30240 - Mathematical Technician              |      |        | 30.41          |
| 30361 - Paralegal/Legal Assistant I          |      |        | 19.91          |
| 30362 - Paralegal/Legal Assistant II         |      |        | 24.67          |
| 30363 - Paralegal/Legal Assistant            |      |        | 30.18          |
| III  |      |        |                |
| 30364 - Paralegal/Legal Assistant IV         |      |        | 36.51          |
| 30375 - Petroleum Supply Specialist          |      |        | 31.09          |
| 30390 - Photo-Optics Technician              |      |        | 26.08          |
| 30395 - Radiation Control Technician         |      |        | 31.09          |
| 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                               |      |        | 00 51          |
| 30494 - Unexploded (UXO) Safety              |      |        | 28.51          |
| Escort                                       |      |        | 00 51          |
| 30495 - Unexploded (UXO) Sweep               |      |        | 28.51          |
| Personnel                                    |      |        | 00 00          |
| 30501 - Weather Forecaster I                 |      |        | 28.88          |
| 30502 - Weather Forecaster II                | 1    | $\sim$ | 35.14          |
| 30620 - Weather Observer Combined            | (see | ∠)     | 23.46          |
| Upper Air Or                                 |      |        |                |
| Surface Programs                             | 1    | 0.)    |                |
| 30621 - Weather Observer Senior              | (see | ∠)     | 26.08          |
| 31000 - Transportation/Mobile                |      |        |                |
| Equipment Operation Occupations              |      |        | 21 10          |
| 31010 - Airplane Pilot<br>31020 - Bus Aide   |      |        | 34.49<br>14.29 |
| 31020 - Bus Alde<br>31030 - Bus Driver       |      |        |                |
| 31030 - Bus Driver<br>31043 - Driver Courier |      |        | 18.35          |
| 31260 - Parking and Lot Attendant            |      |        | 13.21          |
| 31290 - Shuttle Bus Driver                   |      |        | 17.70          |
| SITTA DURCETE DRS DITAGT                     |      |        | ± / • / U      |

| 31310 - Taxi Driver                 | 14.30 |
|-------------------------------------|-------|
| 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                  | 14.08 |
| 99095 - Embalmer                    | 30.13 |
| 99130 - Flight Follower             | 28.51 |
| 99251 - Laboratory Animal Caretaker | 15.95 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 16.76 |
| II                                  |       |
| 99260 - Marketing Analyst           | 31.09 |
| 99310 - Mortician                   | 30.56 |
| 99410 - Pest Controller             | 17.91 |
| 99510 - Photofinishing Worker       | 14.98 |
| 99710 - Recycling Laborer           | 20.10 |
| 99711 - Recycling Specialist        | 24.46 |
| 99730 - Refuse Collector            | 19.13 |
| 99810 - Sales Clerk                 | 14.26 |
| 99820 - School Crossing Guard       | 16.53 |
| 99830 - Survey Party Chief          | 22.87 |
| 99831 - Surveying Aide              | 17.34 |
| 99832 - Surveying Technician        | 21.39 |
| 99840 - Vending Machine Attendant   | 16.74 |
| 99841 - Vending Machine Repairer    | 19.20 |
| 99842 - Vending Machine Repairer    | 16.74 |
| 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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4107

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 2015-4107 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: Connecticut

This wage determination applies only to Windham County: Canterbury 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   |          | 31.06 |
| 01035 - Court Reporter             |          | 20.33 |
| 01041 - Customer Service           |          | 13.86 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 15.12 |
| Representative II                  |          |       |

| 01043 - Customer Service               | 16.98          |
|--|----------------|
| Representative III                     |                |
| 01051 - Data Entry Operator I          | 17.78          |
| 01052 - Data Entry Operator II         | 19.40          |
| 01060 - Dispatcher Motor Vehicle       | 19.65          |
| 01070 - Document Preparation Clerk     | 16.19          |
| 01090 - Duplicating Machine Operator   | 16.19          |
| 01111 - General Clerk I                | 14.94          |
| 01112 - General Clerk II               | 16.30          |
| 01113 - General Clerk III              | 18.31          |
| 01120 - Housing Referral Assistant     | 22.66          |
| 01141 - Messenger Courier              | 14.44          |
| 01191 - Order Clerk I                  | 16.93          |
| 01192 - Order Clerk II                 | 20.24          |
| 01261 - Personnel Assistant            | 18.32          |
| (Employment) I                         |                |
| 01262 - Personnel Assistant            | 20.49          |
| (Employment) II                        |                |
| 01263 - Personnel Assistant            | 22.85          |
| (Employment) III                       |                |
| 01270 - Production Control Clerk       | 30.24          |
| 01290 - Rental Clerk                   | 15.52          |
| 01300 - Scheduler Maintenance          | 18.18          |
| 01311 - Secretary I                    | 18.18          |
| 01312 - Secretary II                   | 20.33          |
| 01313 - Secretary III                  | 22.66          |
| 01320 - Service Order Dispatcher       | 19.27          |
| 01410 - Supply Technician              | 31.06          |
| 01420 - Survey Worker                  | 21.79          |
| 01460 - Switchboard                    | 16.69          |
| Operator/Receptionist                  |                |
| 01531 - Travel Clerk I                 | 12.82          |
| 01532 - Travel Clerk II                | 13.94          |
| 01533 - Travel Clerk III               | 14.66          |
| 01611 - Word Processor I               | 16.69          |
| 01612 - Word Processor II              | 18.73          |
| 01613 - Word Processor III             | 20.33          |
| 05000 - Automotive Service Occupations |                |
| 05005 - Automobile Body Repairer       | 23.02          |
| Fiberglass                             |                |
| 05010 - Automotive Elec                | ctrician 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         | 22.41          |

| 05220 - Motor Vehicle Mechanic<br>Helper   | 19.81 |
|--|-------|
| 05250 - Motor Vehicle Upholstery<br>Worker | 21.27 |
| 05280 - Motor Vehicle Wrecker              | 21.90 |
| 05310 - Painter Automotive                 | 21.67 |
| 05340 - Radiator Repair Specialist         | 20.89 |
| 05370 - Tire Repairer                      | 19.00 |
| 05400 - Transmission Repair                | 22.41 |
| Specialist                                 |       |
| 07000 - Food Preparation And Service       |       |
| Occupations                                |       |
| 07010 - Baker                              | 14.64 |
| 07041 - Cook I                             | 17.26 |
| 07042 - Cook II                            | 18.63 |
| 07070 - Dishwasher                         | 12.37 |
| 07130 - Food Service Worker                | 13.50 |
| 07210 - Meat Cutter                        | 23.23 |
| 07260 - Waiter/Waitress                    | 12.51 |
| 09000 - Furniture Maintenance And          |       |
| Repair Occupations                         |       |
| 09010 - Electrostatic Spray Painter        | 28.95 |
| 09040 - Furniture Handler                  | 21.82 |
| 09080 - Furniture Refinisher               | 28.95 |
| 09090 - Furniture Refinisher Helper        | 24.78 |
| 09110 - Furniture Repairer Minor           | 26.88 |
| 09130 - Upholsterer                        | 28.95 |
| 11000 - General Services And Support       |       |
| Occupations                                |       |
| 11030 - Cleaner Vehicles                   | 13.04 |
| 11060 - Elevator Operator                  | 15.02 |
| 11090 - Gardener                           | 19.75 |
| 11122 - Housekeeping Aide                  | 15.02 |
| 11150 - Janitor                            | 15.02 |
| 11210 - Laborer Grounds Maintenance        | 16.68 |
| 11240 - Maid or Houseman                   | 12.84 |
| 11260 - Pruner                             | 15.46 |
| 11270 - Tractor Operator                   | 18.94 |
| 11330 - Trail Maintenance Worker           | 16.68 |
| 11360 - Window Cleaner                     | 16.20 |
| 12000 - Health Occupations                 |       |
| 12010 - Ambulance Driver                   | 22.23 |
| 12011 - Breath Alcohol Technician          | 24.61 |
| 12012 - Certified Occupational             | 33.41 |
| Therapist Assistant                        | 0.0   |
| 12015 - Certified Physical Therapist       | 32.66 |
| Assistant                                  |       |
| 12020 - Dental Assistant                   | 23.15 |
| 12025 - Dental Hygienist                   | 43.21 |

| 12030 - EKG Technician                                      | 37.28 |
|---|-------|
| 12035 - Electroneurodiagnostic                              | 37.28 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                        | 22.23 |
| 12071 - Licensed Practical Nurse I                          | 22.06 |
| 12072 - Licensed Practical Nurse II                         | 24.69 |
| 12073 - Licensed Practical Nurse III                        | 27.52 |
| 12100 - Medical Assistant                                   | 19.03 |
| 12130 - Medical Laboratory                                  | 33.31 |
| Technician  |       |
| 12160 - Medical Record Clerk                                | 20.43 |
| 12190 - Medical Record Technician                           | 24.97 |
| 12195 - Medical Transcriptionist                            | 22.06 |
| 12210 - Nuclear Medicine                                    | 54.07 |
| Technologist  | JI.07 |
| 12221 - Nursing Assistant I                                 | 12.34 |
| 12222 - Nursing Assistant I<br>12222 - Nursing Assistant II | 14.36 |
| -   |       |
| 12223 - Nursing Assistant III                               | 15.67 |
| 12224 - Nursing Assistant IV                                | 17.00 |
| 12235 - Optical Dispenser                                   | 29.16 |
| 12236 - Optical Technician                                  | 22.06 |
| 12250 - Pharmacy Technician                                 | 16.99 |
| 12280 - Phlebotomist  | 19.71 |
| 12305 - Radiologic Technologist                             | 37.28 |
| 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                         | 30.48 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment                           | 27.44 |
| Counselor   |       |
| 13000 - Information And Arts                                |       |
| Occupations   |       |
| 13011 - Exhibits Specialist I                               | 22.71 |
| 13012 - Exhibits Specialist II                              | 28.13 |
| 13013 - Exhibits Specialist III                             | 34.42 |
| 13041 - Illustrator I                                       | 23.40 |
| 13042 - Illustrator II                                      | 29.00 |
| 13042 - Illustrator III                                     | 35.47 |
| 13047 - Librarian   | 30.65 |
|   |       |
| 13050 - Library Aide/Clerk                                  | 16.30 |
| 13054 - Library Information                                 | 27.68 |
| Technology Systems  |       |
| Administrator   |       |

|  | 10 44       |
|--|-------------|
| 13058 - Library Technician             | 18.44       |
| 13061 - Media Specialist I             | 19.97       |
| 13062 - Media Specialist II            | 22.35       |
| 13063 - Media Specialist III           | 24.91       |
| 13071 - Photographer I                 | 19.05       |
| 13072 - Photographer II                | 21.93       |
| 13073 - Photographer III               | 27.17       |
| 13074 - Photographer IV                | 33.24       |
| 13075 - Photographer V                 | 40.21       |
| 13090 - Technical Order Library        | 20.48       |
| Clerk                                  |             |
| 13110 - Video Teleconference           | 22.40       |
| Technician                             |             |
| 14000 - Information Technology         |             |
| Occupations                            |             |
| 14041 - Computer Operator I            | 18.38       |
|  | 20.56       |
| 14042 - Computer Operator II           |             |
| 14043 - Computer Operator III          | 22.94       |
| 14044 - Computer Operator IV           | 26.63       |
| 14045 - Computer Operator V            | 29.50       |
|  | ee 1) 25.27 |
| 14072 - Computer Programmer II (se     | ee 1)       |
| 14073 - Computer Programmer III (se    | ee 1)       |
| 14074 - Computer Programmer IV (se     | ee 1)       |
| 14101 - Computer Systems Analyst I (se | ee 1)       |
|  | ee 1)       |
|  | e 1)        |
| 14150 - Peripheral Equipment           | 18.38       |
| Operator                               |             |
| 14160 - Personal Computer Support      | 29.29       |
| Technician                             | 23.23       |
| 14170 - System Support Specialist      | 33.79       |
|  | 55.15       |
| 15000 - Instructional Occupations      | 21 04       |
| 15010 - Aircrew Training Devices       | 31.94       |
| Instructor (Non-Rated)                 | 20.65       |
| 15020 - Aircrew Training Devices       | 38.65       |
| Instructor (Rated)                     |             |
| 15030 - Air Crew Training Devices      | 46.32       |
| Instructor (Pilot)                     |             |
| 15050 - Computer Based Training        | 31.94       |
| Specialist / Instructor                |             |
| 15060 - Educational Technologist       | 38.38       |
| 15070 - Flight Instructor (Pilot)      | 46.32       |
| 15080 - Graphic Artist                 | 27.86       |
| 15085 - Maintenance Test Pilot Fixed   | 46.32       |
| Jet/Prop                               | 10.02       |
| 15086 - Maintenance Test Pilot         | 46.32       |
| Rotary Wing                            | 10.02       |
|  |             |

| 15088 - Non-Maintenance Test/Co-       | 46.32 |
|--|-------|
| Pilot                                  |       |
| 15090 - Technical Instructor           | 34.08 |
| 15095 - Technical Instructor/Course    | 41.69 |
| Developer                              |       |
| 15110 - Test Proctor                   | 27.51 |
| 15120 - Tutor                          | 27.51 |
| 16000 - Laundry Dry-Cleaning Pressing  |       |
| And Related Occupations                |       |
| 16010 - Assembler                      | 13.23 |
| 16030 - Counter Attendant              | 13.23 |
| 16040 - Dry Cleaner                    | 15.11 |
| 16070 - Finisher Flatwork Machine      | 13.23 |
| 16090 - Presser Hand                   | 13.23 |
| 16110 - Presser Machine Drycleaning    | 13.23 |
| 16130 - Presser Machine Shirts         | 13.23 |
| 16160 - Presser Machine Wearing        | 13.23 |
| Apparel Laundry                        |       |
| 16190 - Sewing Machine Operator        | 15.93 |
| 16220 - Tailor                         | 16.79 |
| 16250 - Washer Machine                 | 13.86 |
| 19000 - Machine Tool Operation And     |       |
| Repair Occupations                     |       |
| 19010 - Machine-Tool Operator (Tool    | 31.85 |
| Room)                                  |       |
| 19040 - Tool And Die Maker             | 36.35 |
| 21000 - Materials Handling And Packing |       |
| Occupations                            |       |
| 21020 - Forklift Operator              | 20.31 |
| 21030 - Material Coordinator           | 30.24 |
| 21040 - Material Expediter             | 30.24 |
| 21050 - Material Handling Laborer      | 15.84 |
| 21071 - Order Filler                   | 15.76 |
| 21080 - Production Line Worker (Food   | 20.31 |
| Processing)                            |       |
| 21110 - Shipping Packer                | 17.68 |
| 21130 - Shipping/Receiving Clerk       | 17.68 |
| 21140 - Store Worker I                 | 15.32 |
| 21150 - Stock Clerk                    | 19.14 |
| 21210 - Tools And Parts Attendant      | 20.31 |
| 21410 - Warehouse Specialist           | 20.31 |
| 23000 - Mechanics And Maintenance And  |       |
| Repair Occupations                     |       |
| 23010 - Aerospace Structural Welder    | 36.58 |
| 23019 - Aircraft Logs and Records      | 31.74 |
| Technician                             |       |
| 23021 - Aircraft Mechanic I            | 35.33 |
| 23022 - Aircraft Mechanic II           | 36.58 |
| 23023 - Aircraft Mechanic III          | 37.76 |
|  |       |

| 23040 - Aircraft Mechanic Helper                                     | 29.25 |
|--|-------|
| 23050 - Aircraft Painter   | 34.17 |
| 23060 - Aircraft Servicer  | 31.74 |
| 23070 - Aircraft Survival Flight                                     | 34.17 |
| Equipment Technician   |       |
| 23080 - Aircraft Worker  | 32.93 |
| 23091 - Aircrew Life Support   | 32.93 |
| Equipment (ALSE) Mechanic  |       |
| I  |       |
| -<br>23092 - Aircrew Life Support                                    | 35.33 |
| Equipment (ALSE) Mechanic  | 00.00 |
| II   |       |
| 23110 - Appliance Mechanic   | 31.85 |
| 23120 - Bicycle Repairer   | 28.44 |
| 23125 - Cable Splicer  | 42.75 |
| -  |       |
| 23130 - Carpenter Maintenance  | 26.57 |
| 23140 - Carpet Layer   | 30.70 |
| 23160 - Electrician Maintenance                                      | 28.21 |
| 23181 - Electronics Technician                                       | 32.03 |
| Maintenance I  |       |
| 23182 - Electronics Technician                                       | 33.23 |
| Maintenance II   |       |
| 23183 - Electronics Technician                                       | 34.36 |
| Maintenance III  |       |
| 23260 - Fabric Worker  | 29.57 |
| 23290 - Fire Alarm System Mechanic                                   | 32.69 |
| 23310 - Fire Extinguisher Repairer                                   | 28.44 |
| 23311 - Fuel Distribution System                                     | 41.46 |
| Mechanic   |       |
| 23312 - Fuel Distribution System                                     | 35.81 |
| Operator   |       |
| 23370 - General Maintenance Worker                                   | 24.47 |
| 23380 - Ground Support Equipment                                     | 35.33 |
| Mechanic   |       |
| 23381 - Ground Support Equipment                                     | 31.74 |
| Servicer   |       |
| 23382 - Ground Support Equipment                                     | 32.93 |
| Worker   |       |
| 23391 - Gunsmith I   | 28.44 |
| 23392 - Gunsmith II  | 30.70 |
| 23393 - Gunsmith III   | 32.93 |
| 23410 - Heating Ventilation And Air-                                 | 29.31 |
| Conditioning   |       |
| Mechanic   |       |
| 23411 - Heating Ventilation And Air                                  | 30.35 |
| Contidioning   | 50.55 |
| Mechanic (Research Facility)   |       |
| · •  | 27.28 |
| 23430 - Heavy Equipment Mechanic<br>23440 - Heavy Equipment Operator | 27.28 |
|  |       |

| 23460 -   | Instrument Mechanic   | 32.93                   |
|---|---|-------------------------|
| 23465 -   | Laboratory/Shelter Mechanic   | 31.85                   |
|   | Laborer   | 14.85                   |
|   | Locksmith   | 31.85                   |
|   | Machinery Maintenance   | 41.35                   |
| Mechanic  |   |                         |
| 23550 -   | Machinist Maintenance   | 28.26                   |
|   | Maintenance Trades Helper   | 25.80                   |
|   | Metrology Technician I  | 32.93                   |
|   | Metrology Technician II   | 34.10                   |
|   | Metrology Technician III  | 35.19                   |
|   | Millwright  | 32.93                   |
|   | Office Appliance Repairer   | 31.85                   |
|   | Painter Maintenance   | 25.59                   |
|   | Pipefitter Maintenance  | 29.82                   |
|   | Plumber Maintenance   | 28.84                   |
|   | Pneudraulic Systems Mechanic  | 32.93                   |
| 23850 -   | -   | 31.42                   |
|   | Scale Mechanic  | 30.70                   |
|   | Sheet-Metal Worker  | 26.97                   |
| Maintenan   |   | 20.01                   |
|   | Small Engine Mechanic   | 30.47                   |
|   | Telecommunications Mechanic   | 32.93                   |
| I   |   | 02.90                   |
| —   | Telecommunications Mechanic   | 34.10                   |
| II  |   | 01.10                   |
|   | Telephone Lineman   | 32.93                   |
|   | Welder Combination  | 30.39                   |
| Maintenan   |   |                         |
|   | Well Driller  | 32.93                   |
| 23970 -   | Woodcraft Worker  | 32.93                   |
|   | Woodworker  | 28.44                   |
|   | ersonal Needs Occupations   |                         |
|   | Case Manager  | 20.60                   |
|   | Child Care Attendant  | 13.75                   |
| 24580 -   | Child Care Center Clerk   | 17.44                   |
| 24610 -   | Chore Aide  | 14.76                   |
| 24620 -   | Family Readiness And Support  | 20.60                   |
| Services  |   |                         |
| Coordin   | ator  |                         |
| 24630 -   |   | 22.09                   |
| 25000 - P   | Homemaker   |                         |
| 23000 1   | Homemaker<br>lant And System Operations   |                         |
| Occupatio   | lant And System Operations  |                         |
| Occupatio   | lant And System Operations  | 28.56                   |
| Occupatio<br>25010 -                                  | lant And System Operations<br>ns  |                         |
| Occupatio<br>25010 -<br>25040 -                       | lant And System Operations<br>ns<br>Boiler Tender   | 28.56                   |
| Occupatio<br>25010 -<br>25040 -<br>25070 -            | lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 28.56<br>33.45          |
| Occupatio<br>25010 -<br>25040 -<br>25070 -<br>25190 - | lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 28.56<br>33.45<br>28.56 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 26.72 |
| 27007 - Baggage Inspector              |      |    | 17.49 |
| 27008 - Corrections Officer            |      |    | 27.19 |
| 27010 - Court Security Officer         |      |    | 27.19 |
| 27030 - Detection Dog Handler          |      |    | 19.88 |
| 27040 - Detention Officer              |      |    | 27.19 |
| 27070 - Firefighter                    |      |    | 27.05 |
| 27101 - Guard I                        |      |    | 17.49 |
| 27102 - Guard II                       |      |    | 19.88 |
| 27131 - Police Officer I               |      |    | 31.92 |
| 27132 - Police Officer II              |      |    | 35.48 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 15.92 |
| 28042 - Carnival Equipment Repairer    |      |    | 16.61 |
| 28043 - Carnival Worker                |      |    | 13.00 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 19.10 |
| 28310 - Lifeguard                      |      |    | 13.72 |
| 28350 - Park Attendant (Aide)          |      |    | 21.37 |
| 28510 - Recreation Aide/Health         |      |    | 15.59 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 26.47 |
| 28630 - Sports Official                |      |    | 17.01 |
| 28690 - Swimming Pool Operator         |      |    | 17.92 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 32.22 |
| 29020 - Hatch Tender                   |      |    | 32.22 |
| 29030 - Line Handler                   |      |    | 32.22 |
| 29041 - Stevedore I                    |      |    | 31.04 |
| 29042 - Stevedore II                   |      |    | 33.44 |
| 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     |      |    | 18.88 |
| 30022 - Archeological Technician II    |      |    | 21.95 |
| 30023 - Archeological Technician III   |      |    | 26.41 |
| 30030 - Cartographic Technician        |      |    | 26.66 |
| 30040 - Civil Engineering Technician   |      |    | 30.90 |
| 30051 - Cryogenic Technician I         |      |    | 28.98 |
| 30052 - Cryogenic Technician II        |      |    | 32.01 |
| 30061 - Drafter/CAD Operator I         |      |    | 18.88 |
| 30062 - Drafter/CAD Operator II        |      |    | 21.95 |
| 30063 - Drafter/CAD Operator III       |      |    | 23.55 |
| 30064 - Drafter/CAD Operator IV        |      |    | 28.98 |
| · •                                    |      |    |       |

| 20001 Harizsenian Hachaisian T              |      | 17 54          |
|---|------|----------------|
| 30081 - Engineering Technician I            |      | 17.54          |
| 30082 - Engineering Technician II           |      | 19.69<br>22.04 |
| 30083 - Engineering Technician III          |      |                |
| 30084 - Engineering Technician IV           |      | 27.30          |
| 30085 - Engineering Technician V            |      | 33.39          |
| 30086 - Engineering Technician VI           |      | 40.39          |
| 30090 - Environmental Technician            |      | 26.17          |
| 30095 - Evidence Control Specialist         |      | 26.17          |
| 30210 - Laboratory Technician               |      | 26.96          |
| 30221 - Latent Fingerprint                  |      | 28.98          |
| Technician I                                |      | 32.01          |
| 30222 - Latent Fingerprint<br>Technician II |      | 32.01          |
| 30240 - Mathematical Technician             |      |                |
|   |      | 26.66          |
| 30361 - Paralegal/Legal Assistant I         |      | 20.93          |
| 30362 - Paralegal/Legal Assistant II        |      | 25.93          |
| 30363 - Paralegal/Legal Assistant           |      | 31.72          |
|   |      | 20.20          |
| 30364 - Paralegal/Legal Assistant IV        |      | 38.39          |
| 30375 - Petroleum Supply Specialist         |      | 32.01          |
| 30390 - Photo-Optics Technician             |      | 26.66          |
| 30395 - Radiation Control Technician        |      | 32.01          |
| 30461 - Technical Writer I                  |      | 27.82          |
| 30462 - Technical Writer II                 |      | 34.03          |
| 30463 - Technical Writer III                |      | 41.18          |
| 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                                      |      |                |
| 30495 - Unexploded (UXO) Sweep              |      | 28.51          |
| Personnel                                   |      |                |
| 30501 - Weather Forecaster I                |      | 28.98          |
| 30502 - Weather Forecaster II               |      | 35.24          |
|   | e 2) | 23.55          |
| Upper Air Or                                |      |                |
| Surface Programs                            |      | _              |
| · · · · · · · · · · · · · · · · · · ·       | e 2) | 26.17          |
| 31000 - Transportation/Mobile               |      |                |
| Equipment Operation Occupations             |      | _              |
| 31010 - Airplane Pilot                      |      | 34.49          |
| 31020 - Bus Aide                            |      | 16.46          |
| 31030 - Bus Driver                          |      | 22.14          |
| 31043 - Driver Courier                      |      | 15.79          |
| 31260 - Parking and Lot Attendant           |      | 13.79          |
| 31290 - Shuttle Bus Driver                  |      | 16.47          |

| 31310 - Taxi Driver                 | 15.98 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 16.47 |
| 31362 - Truckdriver Medium          | 19.84 |
| 31363 - Truckdriver Heavy           | 22.97 |
| 31364 - Truckdriver Tractor-Trailer | 22.97 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 16.82 |
| 99030 - Cashier                     | 12.48 |
| 99050 - Desk Clerk                  | 13.94 |
| 99095 - Embalmer                    | 34.36 |
| 99130 - Flight Follower             | 28.51 |
| 99251 - Laboratory Animal Caretaker | 17.56 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 18.47 |
| II                                  |       |
| 99260 - Marketing Analyst           | 24.78 |
| 99310 - Mortician                   | 34.36 |
| 99410 - Pest Controller             | 21.95 |
| 99510 - Photofinishing Worker       | 14.98 |
| 99710 - Recycling Laborer           | 20.45 |
| 99711 - Recycling Specialist        | 23.22 |
| 99730 - Refuse Collector            | 18.96 |
| 99810 - Sales Clerk                 | 13.72 |
| 99820 - School Crossing Guard       | 14.56 |
| 99830 - Survey Party Chief          | 31.82 |
| 99831 - Surveying Aide              | 19.92 |
| 99832 - Surveying Technician        | 24.09 |
| 99840 - Vending Machine Attendant   | 20.13 |
| 99841 - Vending Machine Repairer    | 22.67 |
| 99842 - Vending Machine Repairer    | 20.13 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4109

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 2015-4109 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: Rhode Island

This wage determination applies to the following towns in WASHINGTON County: Hopkinton Westerly

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

| <b>OCCUPATION CODE - TITLE</b>     | 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   |          | 31.06 |
| 01035 - Court Reporter             |          | 21.64 |
| 01041 - Customer Service           |          | 15.48 |
| Representative I                   |          |       |

| 01042 - Customer Service                        | 17.40 |
|---|-------|
| Representative II                               |       |
| 01043 - Customer Service<br>Representative III  | 18.99 |
| 01051 - Data Entry Operator I                   | 17.78 |
|   | 19.40 |
| 01052 - Data Entry Operator II                  |       |
| 01060 - Dispatcher Motor Vehicle                | 19.65 |
| 01070 - Document Preparation Clerk              | 16.19 |
| 01090 - Duplicating Machine Operator            | 16.19 |
| 01111 - General Clerk I                         | 14.94 |
| 01112 - General Clerk II                        | 16.30 |
| 01113 - General Clerk III                       | 18.31 |
| 01120 - Housing Referral Assistant              | 22.66 |
| 01141 - Messenger Courier                       | 14.44 |
| 01191 - Order Clerk I                           | 18.46 |
| 01192 - Order Clerk II                          | 20.54 |
| 01261 - Personnel Assistant                     | 18.32 |
| (Employment) I                                  |       |
| 01262 - Personnel Assistant                     | 20.49 |
| (Employment) II                                 |       |
| 01263 - Personnel Assistant                     | 22.85 |
| (Employment) III                                |       |
| 01270 - Production Control Clerk                | 27.49 |
| 01290 - Rental Clerk                            | 15.52 |
| 01300 - Scheduler Maintenance                   | 18.18 |
| 01311 - Secretary I                             | 18.18 |
| 01312 - Secretary II                            | 20.33 |
| 01313 - Secretary III                           | 22.66 |
| 01320 - Service Order Dispatcher                | 19.27 |
| 01410 - Supply Technician                       | 31.06 |
| 01420 - Survey Worker                           | 21.79 |
| 01460 - Switchboard                             | 16.69 |
|   | 10.09 |
| Operator/Receptionist<br>01531 - Travel Clerk I | 10 00 |
|   | 12.82 |
| 01532 - Travel Clerk II                         | 13.94 |
| 01533 - Travel Clerk III                        | 14.66 |
| 01611 - Word Processor I                        | 16.19 |
| 01612 - Word Processor II                       | 18.18 |
| 01613 - Word Processor III                      | 20.33 |
| 05000 - Automotive Service Occupations          |       |
| 05005 - Automobile Body Repairer                | 23.02 |
| Fiberglass                                      |       |
| 05010 - Automotive Electrician                  |       |
| 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       | 22.41 |
|--------------------------------------|-------|
| 05220 - Motor Vehicle Mechanic       | 19.81 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 21.27 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 21.90 |
| 05310 - Painter Automotive           | 21.67 |
| 05340 - Radiator Repair Specialist   | 20.89 |
| 05370 - Tire Repairer                | 19.00 |
| 05400 - Transmission Repair          | 22.41 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 14.64 |
| 07041 - Cook I                       | 17.26 |
| 07042 - Cook II                      | 18.63 |
| 07070 - Dishwasher                   | 12.37 |
| 07130 - Food Service Worker          | 13.50 |
| 07210 - Meat Cutter                  | 23.23 |
| 07260 - Waiter/Waitress              | 12.51 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 28.95 |
| 09040 - Furniture Handler            | 21.82 |
| 09080 - Furniture Refinisher         | 28.95 |
| 09090 - Furniture Refinisher Helper  | 24.78 |
| 09110 - Furniture Repairer Minor     | 26.88 |
| 09130 - Upholsterer                  | 28.95 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 13.04 |
| 11060 - Elevator Operator            | 15.02 |
| 11090 - Gardener                     | 19.75 |
| 11122 - Housekeeping Aide            | 15.02 |
| 11150 - Janitor                      | 15.02 |
| 11210 - Laborer Grounds Maintenance  | 16.68 |
| 11240 - Maid or Houseman             | 12.84 |
| 11260 - Pruner                       | 15.46 |
| 11270 - Tractor Operator             | 18.94 |
| 11330 - Trail Maintenance Worker     | 16.68 |
| 11360 - Window Cleaner               | 16.20 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 22.23 |
| 12011 - Breath Alcohol Technician    | 24.61 |
| 12012 - Certified Occupational       | 33.41 |
| Therapist Assistant                  |       |
| 12015 - Certified Physical Therapist | 32.66 |
| Assistant                            | -     |
| 12020 - Dental Assistant             | 23.15 |
|                                      |       |

| 12025 - Dental Hygienist                           | 44.44 |
|--|-------|
| 12025 - Dental Hygrenist<br>12030 - EKG Technician | 37.41 |
| 12030 - Electroneurodiagnostic                     | 37.41 |
| Technologist                                       | 57.41 |
| 12040 - Emergency Medical Technician               | 22.23 |
| 12070 - Licensed Practical Nurse I                 | 22.25 |
| 12072 - Licensed Practical Nurse II                | 24.69 |
| 12072 - Licensed Practical Nurse III               | 27.52 |
| 12100 - Medical Assistant                          | 19.03 |
| 12130 - Medical Laboratory                         | 33.31 |
| Technician   | 00.01 |
| 12160 - Medical Record Clerk                       | 20.43 |
| 12190 - Medical Record Technician                  | 24.97 |
| 12195 - Medical Transcriptionist                   | 22.06 |
| 12210 - Nuclear Medicine                           | 54.05 |
| Technologist                                       |       |
| 12221 - Nursing Assistant I                        | 12.34 |
| 12222 - Nursing Assistant II                       | 14.36 |
| 12223 - Nursing Assistant III                      | 15.67 |
| 12224 - Nursing Assistant IV                       | 17.00 |
| 12235 - Optical Dispenser                          | 29.16 |
| 12236 - Optical Technician                         | 22.06 |
| 12250 - Pharmacy Technician                        | 16.99 |
| 12280 - Phlebotomist                               | 19.71 |
| 12305 - Radiologic Technologist                    | 37.28 |
| 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                | 30.48 |
| Testing)   |       |
| 12320 - Substance Abuse Treatment                  | 27.44 |
| Counselor  |       |
| 13000 - Information And Arts                       |       |
| Occupations  |       |
| 13011 - Exhibits Specialist I                      | 22.71 |
| 13012 - Exhibits Specialist II                     | 28.13 |
| 13013 - Exhibits Specialist III                    | 34.42 |
| 13041 - Illustrator I                              | 23.78 |
| 13042 - Illustrator II                             | 29.45 |
| 13043 - Illustrator III                            | 36.02 |
| 13047 - Librarian                                  | 32.61 |
| 13050 - Library Aide/Clerk                         | 16.30 |
| 13054 - Library Information                        | 29.45 |
| Technology Systems                                 |       |

| Administrator                                |       |
|--|-------|
| 13058 - Library Technician                   | 18.51 |
| 13061 - Media Specialist I                   | 21.25 |
| 13062 - Media Specialist II                  | 23.78 |
| 13063 - Media Specialist III                 | 26.50 |
| 13071 - Photographer I                       | 19.05 |
| 13072 - Photographer II                      | 21.93 |
| 13073 - Photographer III                     | 27.17 |
| 13074 - Photographer IV                      | 33.24 |
| 13075 - Photographer V                       | 40.21 |
| 13090 - Technical Order Library              | 20.57 |
| Clerk  |       |
| 13110 - Video Teleconference                 | 22.40 |
| Technician                                   |       |
| 14000 - Information Technology               |       |
| Occupations                                  |       |
| 14041 - Computer Operator I                  | 18.38 |
| 14042 - Computer Operator II                 | 20.56 |
| 14043 - Computer Operator III                | 22.94 |
| 14044 - Computer Operator IV                 | 26.63 |
| 14045 - Computer Operator V                  | 29.50 |
| 14071 - Computer Programmer I (see 1)        | 24.15 |
| 14072 - Computer Programmer II (see 1)       |       |
| 14073 - Computer Programmer III (see 1)      |       |
| 14074 - Computer Programmer IV (see 1)       |       |
| 14101 - Computer Systems Analyst I (see 1)   |       |
| 14102 - Computer Systems Analyst II (see 1)  |       |
| 14103 - Computer Systems Analyst III (see 1) |       |
| 14150 - Peripheral Equipment                 | 18.38 |
| Operator                                     |       |
| 14160 - Personal Computer Support            | 29.29 |
| Technician                                   |       |
| 14170 - System Support Specialist            | 35.14 |
| 15000 - Instructional Occupations            |       |
| 15010 - Aircrew Training Devices             | 32.44 |
| Instructor (Non-Rated)                       |       |
| 15020 - Aircrew Training Devices             | 39.26 |
| Instructor (Rated)                           |       |
| 15030 - Air Crew Training Devices            | 47.05 |
| Instructor (Pilot)                           |       |
| 15050 - Computer Based Training              | 32.44 |
| Specialist / Instructor                      | 02.11 |
| 15060 - Educational Technologist             | 39.82 |
| 15070 - Flight Instructor (Pilot)            | 47.05 |
| 15080 - Graphic Artist                       | 27.86 |
| 15085 - Maintenance Test Pilot Fixed         | 47.05 |
| Jet/Prop                                     | 1,.00 |
| 15086 - Maintenance Test Pilot               | 47.05 |
| Rotary Wing                                  |       |

| 15088 - Non-Maintenance Test/Co-                              | 47.05          |
|---|----------------|
| Pilot   |                |
| 15090 - Technical Instructor                                  | 34.08          |
| 15095 - Technical Instructor/Course                           | 41.69          |
| Developer   |                |
| 15110 - Test Proctor  | 27.51          |
| 15120 - Tutor   | 27.51          |
| 16000 - Laundry Dry-Cleaning Pressing                         |                |
| And Related Occupations                                       |                |
| 16010 - Assembler   | 13.23          |
| 16030 - Counter Attendant                                     | 13.23          |
| 16040 - Dry Cleaner   | 15.11          |
| 16070 - Finisher Flatwork Machine                             | 13.23          |
| 16090 - Presser Hand  | 13.23          |
| 16110 - Presser Machine Drycleaning                           | 13.23          |
| 16130 - Presser Machine Shirts                                | 13.23          |
| 16160 - Presser Machine Wearing                               | 13.23          |
| Apparel Laundry   |                |
| 16190 - Sewing Machine Operator                               | 15.93          |
| 16220 - Tailor  | 16.79          |
| 16250 - Washer Machine  | 13.86          |
| 19000 - Machine Tool Operation And                            |                |
| Repair Occupations  |                |
| 19010 - Machine-Tool Operator (Tool                           | 31.85          |
| Room)   |                |
| 19040 - Tool And Die Maker                                    | 36.35          |
| 21000 - Materials Handling And Packing                        |                |
| Occupations   |                |
| 21020 - Forklift Operator                                     | 20.31          |
| 21030 - Material Coordinator                                  | 27.49          |
| 21040 - Material Expediter                                    | 27.49          |
| 21050 - Material Handling Laborer                             | 15.84          |
| 21071 - Order Filler  | 15.76          |
| 21080 - Production Line Worker (Food                          | 20.31          |
| Processing)   |                |
| 21110 - Shipping Packer                                       | 17.68          |
| 21130 - Shipping/Receiving Clerk                              | 17.68          |
| 21140 - Store Worker I  | 15.32          |
| 21150 - Stock Clerk   | 19.14          |
| 21210 - Tools And Parts Attendant                             | 20.31          |
| 21410 - Warehouse Specialist                                  | 20.31          |
| 23000 - Mechanics And Maintenance And                         |                |
| Repair Occupations  |                |
| 23010 - Aerospace Structural Welder                           | 36.58          |
| 23019 - Aircraft Logs and Records                             | 31.74          |
| Technician  |                |
| 23021 - Aircraft Mechanic I                                   | 35.33          |
|   |                |
| 23022 - Aircraft Mechanic II<br>23023 - Aircraft Mechanic III | 36.58<br>37.76 |

| 23040 - Aircraft Mechanic Helper     | 29.25 |
|--------------------------------------|-------|
| 23050 - Aircraft Painter             | 34.17 |
| 23060 - Aircraft Servicer            | 31.74 |
| 23070 - Aircraft Survival Flight     | 34.17 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 32.93 |
| 23091 - Aircrew Life Support         | 32.93 |
| Equipment (ALSE) Mechanic            | 02.00 |
| I                                    |       |
| 23092 - Aircrew Life Support         | 35.33 |
| Equipment (ALSE) Mechanic            | 55.55 |
|                                      |       |
| 23110 - Appliance Mechanic           | 31.85 |
|                                      | 28.44 |
| 23120 - Bicycle Repairer             |       |
| 23125 - Cable Splicer                | 42.75 |
| 23130 - Carpenter Maintenance        | 26.57 |
| 23140 - Carpet Layer                 | 30.70 |
| 23160 - Electrician Maintenance      | 28.21 |
| 23181 - Electronics Technician       | 32.03 |
| Maintenance I                        |       |
| 23182 - Electronics Technician       | 33.23 |
| Maintenance II                       |       |
| 23183 - Electronics Technician       | 34.36 |
| Maintenance III                      |       |
| 23260 - Fabric Worker                | 29.57 |
| 23290 - Fire Alarm System Mechanic   | 32.69 |
| 23310 - Fire Extinguisher Repairer   | 28.44 |
| 23311 - Fuel Distribution System     | 41.46 |
| Mechanic                             |       |
| 23312 - Fuel Distribution System     | 35.81 |
| Operator                             |       |
| 23370 - General Maintenance Worker   | 24.47 |
| 23380 - Ground Support Equipment     | 35.33 |
| Mechanic                             |       |
| 23381 - Ground Support Equipment     | 31.74 |
| Servicer                             | 01.71 |
| 23382 - Ground Support Equipment     | 32.93 |
| Worker                               | 02.90 |
| 23391 - Gunsmith I                   | 28.44 |
| 23392 - Gunsmith II                  | 30.70 |
| 23392 - Gunsmith III                 | 32.93 |
| 23410 - Heating Ventilation And Air- | 29.31 |
| Conditioning                         | 27.51 |
| Mechanic                             |       |
|                                      | 20 25 |
| 23411 - Heating Ventilation And Air  | 30.35 |
| Contidioning                         |       |
| Mechanic (Research Facility)         | 20 01 |
| 23430 - Heavy Equipment Mechanic     | 30.01 |
| 23440 - Heavy Equipment Operator     | 30.54 |

| 23460 -  | Instrument Mechanic  | 32.93                            |
|--|--|----------------------------------|
| 23465 -  | Laboratory/Shelter Mechanic  | 31.85                            |
|  | Laborer  | 14.85                            |
|  | Locksmith  | 31.85                            |
|  | Machinery Maintenance  | 41.35                            |
| Mechanic   |  |                                  |
| 23550 -  | Machinist Maintenance  | 27.72                            |
|  | Maintenance Trades Helper  | 25.80                            |
|  | Metrology Technician I   | 32.93                            |
|  | Metrology Technician II  | 34.10                            |
|  | Metrology Technician III   | 35.19                            |
|  | Millwright   | 32.93                            |
|  | Office Appliance Repairer  | 31.85                            |
|  | Painter Maintenance  | 25.59                            |
|  | Pipefitter Maintenance   | 29.82                            |
|  | Plumber Maintenance  | 28.84                            |
|  | Pneudraulic Systems Mechanic   | 32.93                            |
| 23850 -  | —  | 31.42                            |
|  | Scale Mechanic   | 30.70                            |
|  | Sheet-Metal Worker   | 27.49                            |
| Maintenan  |  | 27.19                            |
|  | Small Engine Mechanic  | 30.47                            |
|  | Telecommunications Mechanic  | 32.93                            |
| I  |  | 02.90                            |
| 23932 -  | Telecommunications Mechanic  | 34.10                            |
| II   |  | 01.10                            |
|  | Telephone Lineman  | 32.93                            |
|  | Welder Combination   | 30.39                            |
| Maintenan  |  |                                  |
|  | Well Driller   | 32.93                            |
|  | Woodcraft Worker   | 32.93                            |
|  | Woodworker   | 28.44                            |
|  | ersonal Needs Occupations  |                                  |
|  | Case Manager   | 20.60                            |
|  | Child Care Attendant   | 13.75                            |
| 24580 -  | Child Care Center Clerk  | 17.44                            |
| 24610 -  | Chore Aide   | 14.76                            |
| 24620 -  | Family Readiness And Support   | 20.60                            |
| Services   |  |                                  |
| <b>a</b> 1'  | rumity headinebb find support  |                                  |
| Coordin  | ator   |                                  |
|  |  | 22.09                            |
| 24630 -  | ator   |                                  |
| 24630 -  | ator<br>Homemaker<br>lant And System Operations  |                                  |
| 24630 -<br>25000 - P<br>Occupatio  | ator<br>Homemaker<br>lant And System Operations  |                                  |
| 24630 -<br>25000 - P<br>Occupatio<br>25010 -                                   | ator<br>Homemaker<br>lant And System Operations<br>ns  | 22.09                            |
| 24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -                        | ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender   | 22.09                            |
| 24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25070 -             | ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 22.09<br>29.60<br>33.45          |
| 24630 -<br>25000 - P<br>Occupation<br>25010 -<br>25040 -<br>25070 -<br>25190 - | ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 22.09<br>29.60<br>33.45<br>29.60 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 26.72 |
| 27007 - Baggage Inspector              |      |    | 17.49 |
| 27008 - Corrections Officer            |      |    | 29.91 |
| 27010 - Court Security Officer         |      |    | 29.91 |
| 27030 - Detection Dog Handler          |      |    | 19.88 |
| 27040 - Detention Officer              |      |    | 29.91 |
| 27070 - Firefighter                    |      |    | 29.76 |
| 27101 - Guard I                        |      |    | 17.49 |
| 27102 - Guard II                       |      |    | 19.88 |
| 27131 - Police Officer I               |      |    | 31.92 |
| 27132 - Police Officer II              |      |    | 35.48 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 15.92 |
| 28042 - Carnival Equipment Repairer    |      |    | 16.61 |
| 28043 - Carnival Worker                |      |    | 13.00 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 19.10 |
| 28310 - Lifequard                      |      |    | 13.72 |
| 28350 - Park Attendant (Aide)          |      |    | 21.37 |
| 28510 - Recreation Aide/Health         |      |    | 15.59 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 26.47 |
| 28630 - Sports Official                |      |    | 17.01 |
| 28690 - Swimming Pool Operator         |      |    | 17.92 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 32.22 |
| 29020 - Hatch Tender                   |      |    | 32.22 |
| 29030 - Line Handler                   |      |    | 32.22 |
| 29041 - Stevedore I                    |      |    | 31.04 |
| 29042 - Stevedore II                   |      |    | 33.44 |
| 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     |      |    | 18.88 |
| 30022 - Archeological Technician II    |      |    | 21.95 |
| 30023 - Archeological Technician III   |      |    | 26.41 |
| 30030 - Cartographic Technician        |      |    | 26.66 |
| 30040 - Civil Engineering Technician   |      |    | 31.65 |
| 30051 - Cryogenic Technician I         |      |    | 28.98 |
| 30052 - Cryogenic Technician II        |      |    | 32.01 |
| 30061 - Drafter/CAD Operator I         |      |    | 18.88 |
| 30062 - Drafter/CAD Operator II        |      |    | 21.95 |
| 30063 - Drafter/CAD Operator III       |      |    | 23.55 |
| 30064 - Drafter/CAD Operator IV        |      |    | 28.98 |
| · •                                    |      |    |       |

| 30081 - Engineering Technician I       17.54         30082 - Engineering Technician III       19.69         30083 - Engineering Technician IV       27.30         30085 - Engineering Technician V       33.39         30086 - Engineering Technician VI       40.39         30090 - Environmental Technician       26.17         30101 - Laboratory Technician       26.96         30221 - Latent Fingerprint       28.98         Technician I       30.201         30222 - Latent Fingerprint       22.01         Technician I       30.222         30240 - Mathematical Technician       26.66         30361 - Paralegal/Legal Assistant I       20.93         30362 - Paralegal/Legal Assistant II       20.93         30363 - Paralegal/Legal Assistant II       26.66         30395 - Petroleum Supply Specialist       32.01         30461 - Technical Writer II       34.03         30462 - Technical Writer II       34.03         30463 - Technical Writer III       34.03         30464 - Technical Writer III       34.03         30463 - Technical Writer III       34.03         30464 - Technical Writer III       34.03         30463 - Technical Writer III       34.49         Technician II       30.404 <t< th=""><th>20001 Traincering Technisiss T</th><th>17 E /</th></t<>  | 20001 Traincering Technisiss T    | 17 E / |
|--|-----------------------------------|--------|
| 30083 - Engineering Technician III       22.04         30084 - Engineering Technician IV       27.30         30085 - Engineering Technician V       33         30086 - Engineering Technician VI       40.39         30090 - Environmental Technician       26.17         30210 - Laboratory Technician       26.96         30221 - Latent Fingerprint       28.98         Technician I       30220         30220 - Mathematical Technician       26.66         30221 - Latent Fingerprint       32.01         Technician II       20.93         30362 - Paralegal/Legal Assistant I       20.93         30363 - Paralegal/Legal Assistant II       25.93         30364 - Paralegal/Legal Assistant IV       38.39         30375 - Petroleum Supply Specialist       32.01         30461 - Technical Writer I       27.82         30462 - Technical Writer II       34.03         30463 - Technical Writer II       34.03         30463 - Technical Writer II       34.03         30491 - Unexploded Ordnance (UXO)       28.51         Technician II       30.493         30493 - Unexploded Ordnance (UXO)       34.49         Technician II       30.493         30495 - Unexploded Ordnance (UXO)       34.49         <  |                                   |        |
| 30084 - Engineering Technician IV       27.30         30085 - Engineering Technician V       33.39         30086 - Engineering Technician VI       40.39         30090 - Environmental Technician       26.17         30095 - Evidence Control Specialist       26.17         30210 - Laboratory Technician       28.98         30221 - Latent Fingerprint       28.98         Technician I       30.201         30222 - Latent Fingerprint       32.01         Technician II       20.93         30362 - Paralegal/Legal Assistant I       20.93         30363 - Paralegal/Legal Assistant I       32.01         30364 - Paralegal/Legal Assistant I       32.01         30363 - Paralegal/Legal Assistant I       32.01         30364 - Paralegal/Legal Assistant I       32.01         30365 - Radiation Control Technician       32.01         30366 - Technical Writer I       27.82         30462 - Technical Writer III       34.03         30463 - Technical Writer III       34.49         30491 - Unexploded Ordnance (UXO)       28.51         Technician I       30.493       30.44.49         30493 - Unexploded (UXO) Safety       28.51         Escort       30.493       30.52         30494 - Unexploded (UXO) Sweep <td></td> <td></td>  |                                   |        |
| 30085 - Engineering Technician V33.3930086 - Engineering Technician VI40.3930090 - Environmental Technician26.1730095 - Evidence Control Specialist26.1730210 - Laboratory Technician26.9630221 - Latent Fingerprint22.01Technician I30240 - Mathematical Technician30240 - Mathematical Technician26.6630361 - Paralegal/Legal Assistant I20.9330362 - Paralegal/Legal Assistant II25.9330363 - Paralegal/Legal Assistant II25.9330364 - Paralegal/Legal Assistant IV38.3930375 - Petroleum Supply Specialist32.0130364 - Paralegal/Legal Assistant IV38.3930375 - Petroleum Supply Specialist32.0130461 - Technical Writer I27.8230462 - Technical Writer II34.0330463 - Technical Writer III34.0330463 - Technical Writer III34.49Technician II30492 - Unexploded Ordnance (UXO)34.4930493 - Unexploded Ordnance (UXO)34.49Technician II30495 - Unexploded (UXO) Sweep28.51Personnel30501 - Weather Forecaster I28.9830502 - Weather Forecaster II35.9330502 - Weather Observer Combined (see 2)23.55Upper Air Or30.1730.4430000 - Transportation/Mobile20.1731000 - Transportation/Mobile20.1731000 - Transportation/Mobile20.1731000 - Sus Aide16.4631030 - Bus Driver22.1431020 - Bus Aide   |                                   |        |
| 30086 - Engineering Technician VI       40.39         30090 - Environmental Technician       26.17         30095 - Evidence Control Specialist       26.17         30210 - Laboratory Technician       26.96         30221 - Latent Fingerprint       28.98         Technician I       30.22 - Latent Fingerprint       32.01         Technician II       30.22 - Latent Fingerprint       32.01         Technician II       20.93       30.362 - Paralegal/Legal Assistant I       20.93         30362 - Paralegal/Legal Assistant II       25.93       30.363 - Paralegal/Legal Assistant II       25.93         30364 - Paralegal/Legal Assistant IV       38.39       30.375 - Petroleum Supply Specialist       32.01         30365 - Radiation Control Technician       26.66       30.395 - Radiation Control Technician       32.61         30461 - Technical Writer II       27.82       30.462 - Technical Writer III       34.03         30462 - Technical Writer III       34.49       30.30463 - Technical Writer III       34.49         30492 - Unexploded Ordnance (UXO)       28.51       36.11         30492 - Unexploded Ordnance (UXO)       41.34         30493 - Unexploded Ordnance (UXO)       41.34         30495 - Unexploded Ordnance (UXO)       28.51         Personnel       28.98   |                                   |        |
| 30090 - Environmental Technician       26.17         30095 - Evidence Control Specialist       26.17         30210 - Laboratory Technician       26.96         30221 - Latent Fingerprint       28.98         Technician I   |                                   |        |
| 30095 - Evidence Control Specialist         26.17           30210 - Laboratory Technician         26.96           30221 - Latent Fingerprint         28.98           Technician I         30200           30240 - Mathematical Technician         26.66           30361 - Paralegal/Legal Assistant I         20.93           30362 - Paralegal/Legal Assistant II         25.93           30362 - Paralegal/Legal Assistant II         25.93           30363 - Paralegal/Legal Assistant IV         38.39           30375 - Petroleum Supply Specialist         32.01           30461 - Technical Writer I         27.82           30462 - Technical Writer II         34.03           30463 - Technical Writer III         34.03           30464 - Technical Writer III         34.03           30465 - Technical Writer III         34.03           30462 - Technical Writer III         34.03           30491 - Unexploded Ordnance (UXO)         28.51           Technician II         30493 - Unexploded Ordnance (UXO)         41.34           30493 - Unexploded (UXO) Safety         28.51           Personnel         30502 - Weather Forecaster I         35.24           30620 - Weather Observer Combined (see 2)         23.55           Upper Air Or         30502 - Weather Observer Senior (  |                                   |        |
| 30210 - Laboratory Technician       26.96         30221 - Latent Fingerprint       28.98         Technician I       32.01         Technician II       32.01         Technician II       20.93         30222 - Latent Fingerprint       32.01         Technician II       20.93         30362 - Paralegal/Legal Assistant I       20.93         30363 - Paralegal/Legal Assistant II       25.93         30364 - Paralegal/Legal Assistant II       38.39         30375 - Petroleum Supply Specialist       32.01         30390 - Photo-Optics Technician       26.66         30395 - Radiation Control Technician       32.01         30461 - Technical Writer I       27.82         30462 - Technical Writer III       34.03         30463 - Technical Writer III       34.03         30491 - Unexploded Ordnance (UXO)       28.51         Technician II       30.492         30492 - Unexploded Ordnance (UXO)       41.34         Technician III       30.493         30493 - Unexploded (UXO) Safety       28.51         Personnel       30.52         30501 - Weather Forecaster I       28.98         30502 - Weather Forecaster II       35.24         30621 - Weather Observer Senior (see 2)       2   |                                   |        |
| 30221 - Latent Fingerprint         28.98           Technician I         32.01           Technician II         32.01           30240 - Mathematical Technician         26.66           30361 - Paralegal/Legal Assistant I         20.93           30362 - Paralegal/Legal Assistant II         25.93           30363 - Paralegal/Legal Assistant II         25.93           30364 - Paralegal/Legal Assistant IV         38.39           30375 - Petroleum Supply Specialist         32.01           30461 - Technical Writer I         27.82           30462 - Technical Writer II         34.03           30463 - Technical Writer III         41.18           30463 - Technical Writer III         34.49           30491 - Unexploded Ordnance (UXO)         28.51           Technician II         30493 - Unexploded Ordnance (UXO)         41.34           30493 - Unexploded Ordnance (UXO)         41.34           Technician III         30494 - Unexploded (UXO) Safety         28.51           Personnel         30502 - Weather Forecaster I         28.98           30502 - Weather Forecaster II         35.24           30620 - Weather Observer Senior (see 2)         23.55           Upper Air Or         Surface Programs           30621 - Weather Observer Senior (see 2) <t< td=""><td></td><td></td></t<>  |                                   |        |
| Technician I       30222 - Latent Fingerprint       32.01         Technician II       30240 - Mathematical Technician       26.66         30361 - Paralegal/Legal Assistant I       20.93         30362 - Paralegal/Legal Assistant II       25.93         30363 - Paralegal/Legal Assistant II       25.93         30364 - Paralegal/Legal Assistant IV       38.39         30375 - Petroleum Supply Specialist       32.01         30390 - Photo-Optics Technician       26.66         30395 - Radiation Control Technician       32.01         30461 - Technical Writer I       27.82         30462 - Technical Writer II       34.03         30463 - Technical Writer III       41.18         30491 - Unexploded Ordnance (UXO)       28.51         Technician I       30493 - Unexploded Ordnance (UXO)       34.49         Technician II       30493 - Unexploded Ordnance (UXO)       41.34         Technician II       30494 - Unexploded (UXO) Safety       28.51         Escort       30501 - Weather Forecaster I       35.24         30620 - Weather Forecaster II       35.24         30621 - Weather Forecaster II       35.24         30620 - Weather Forecaster II       35.24         30621 - Weather Observer Senior (see 2)       26.17         31000 -   |                                   |        |
| 30222 - Latent Fingerprint32.01Technician II26.6630361 - Paralegal/Legal Assistant I20.9330362 - Paralegal/Legal Assistant II25.9330363 - Paralegal/Legal Assistant II38.3930375 - Petroleum Supply Specialist32.0130390 - Photo-Optics Technician26.6630395 - Radiation Control Technician32.0130461 - Technical Writer I27.8230462 - Technical Writer III34.0330463 - Technical Writer III34.0330491 - Unexploded Ordnance (UXO)28.51Technician I30492 - Unexploded Ordnance (UXO)30493 - Unexploded Ordnance (UXO)41.34Technician II30494 - Unexploded Ordnance (UXO)30495 - Unexploded Ordnance (UXO)28.51Personnel30501 - Weather Forecaster I30501 - Weather Forecaster I28.9830502 - Weather Forecaster I35.2430620 - Weather Forecaster II35.2430620 - Weather Observer Combined (see 2)26.1731000 - Transportation/Mobile24.49Surface Programs30621 - Weather Observer Senior (see 2)26.1731000 - Transportation/Mobile5.7931010 - Airplane Pilot34.4931020 - Bus Aide16.4631030 - Driver22.1431040 - Derking and Lot Attendant12.72  |                                   | 28.98  |
| Technician II       30240 - Mathematical Technician       26.66         30361 - Paralegal/Legal Assistant I       20.93         30362 - Paralegal/Legal Assistant II       25.93         30363 - Paralegal/Legal Assistant II       25.93         30364 - Paralegal/Legal Assistant IV       38.39         30375 - Petroleum Supply Specialist       32.01         30390 - Photo-Optics Technician       22.01         30461 - Technical Writer I       27.82         30462 - Technical Writer II       34.03         30463 - Technical Writer III       41.18         30491 - Unexploded Ordnance (UXO)       28.51         Technician I       30.43         30493 - Unexploded Ordnance (UXO)       41.34         Technician II       34.49         30493 - Unexploded Ordnance (UXO)       41.34         Technician II       30.493         30495 - Unexploded (UXO) Sweep       28.51         Personnel       30502 - Weather Forecaster I       35.24         30620 - Weather Forecaster I       35.24         30621 - Weather Observer Senior (see 2)       26.17         31000 - Transportation/Mobile       22.17         31010 - Airplane Pilot       34.49         31020 - Bus Aide       16.46         310302 - Bus Aide  |                                   | 22 01  |
| 30240 - Mathematical Technician       26.66         30361 - Paralegal/Legal Assistant I       20.93         30362 - Paralegal/Legal Assistant II       25.93         30363 - Paralegal/Legal Assistant II       25.93         30364 - Paralegal/Legal Assistant IV       38.39         30375 - Petroleum Supply Specialist       32.01         30390 - Photo-Optics Technician       26.66         30395 - Radiation Control Technician       32.01         30461 - Technical Writer I       27.82         30462 - Technical Writer II       34.03         30463 - Technical Writer III       41.18         30491 - Unexploded Ordnance (UXO)       28.51         Technician I       30492 - Unexploded Ordnance (UXO)       41.34         Technician II       30494 - Unexploded (UXO) Safety       28.51         Bersonnel       28.51       25.24         30501 - Weather Forecaster I       35.24         30620 - Weather Observer Combined (see 2)       23.55         Upper Air Or       30.0621 - Weather Observer Senior (see 2)       26.17         31001 - Airplane Pilot       34.49         31010 - Airplane Pilot       34.49         31020 - Bus Aide       16.46         31030 - Bus Driver       22.14         31040 - Diriver Courier <td></td> <td>32.01</td>  |                                   | 32.01  |
| 30361 - Paralegal/Legal Assistant I       20.93         30362 - Paralegal/Legal Assistant II       25.93         30363 - Paralegal/Legal Assistant       31.72         III       30364 - Paralegal/Legal Assistant IV       38.39         30375 - Petroleum Supply Specialist       32.01         30390 - Photo-Optics Technician       26.66         30395 - Radiation Control Technician       32.01         30461 - Technical Writer I       27.82         30462 - Technical Writer II       34.03         30462 - Technical Writer III       41.18         30491 - Unexploded Ordnance (UXO)       28.51         Technician I       30492 - Unexploded Ordnance (UXO)       41.34         Technician II       30493 - Unexploded (UXO) Safety       28.51         Personnel       28.51       25.24         30501 - Weather Forecaster I       35.24         30620 - Weather Forecaster I       35.24         30620 - Weather Observer Combined (see 2)       23.51         Personnel       35.24         30621 - Weather Observer Senior (see 2)       26.17         31010 - Airplane Pilot       34.49         31020 - Bus Aide       16.46         31030 - Bus Driver       22.14         31043 - Driver Courier       51.79 <td></td> <td></td>  |                                   |        |
| 30362 - Paralegal/Legal Assistant II       25.93         30363 - Paralegal/Legal Assistant       31.72         III       30364 - Paralegal/Legal Assistant IV       38.39         30375 - Petroleum Supply Specialist       32.01         30390 - Photo-Optics Technician       26.66         30395 - Radiation Control Technician       32.01         30461 - Technical Writer I       27.82         30462 - Technical Writer II       34.03         30463 - Technical Writer III       41.34         30491 - Unexploded Ordnance (UXO)       28.51         Technician II       30492 - Unexploded Ordnance (UXO)       34.49         Technician III       30493 - Unexploded Ordnance (UXO)       34.49         Technician III       30494 - Unexploded (UXO) Safety       28.51         Personnel       30501 - Weather Forecaster I       28.98         30502 - Weather Forecaster II       35.24       30620 - Weather Observer Combined (see 2)       23.55         Upper Air Or       30621 - Weather Observer Senior (see 2)       26.17         31000 - Transportation/Mobile       20.17       31000 - Transportation/Mobile         Equipment Operation Occupations       31010 - Airplane Pilot       34.49         31020 - Bus Aide       16.46       31030 - Bus Driver       22.14  |                                   |        |
| 30363 - Paralegal/Legal Assistant31.72III30364 - Paralegal/Legal Assistant IV38.3930375 - Petroleum Supply Specialist32.0130390 - Photo-Optics Technician26.6630395 - Radiation Control Technician32.0130461 - Technical Writer I27.8230462 - Technical Writer III34.0330463 - Technical Writer III41.1830491 - Unexploded Ordnance (UXO)28.51Technician I30492 - Unexploded Ordnance (UXO)41.3430492 - Unexploded Ordnance (UXO)41.34Technician II30493 - Unexploded (UXO) Safety28.51Escort30501 - Weather Forecaster I28.9830502 - Weather Forecaster II35.2430620 - Weather Cobserver Combined (see 2)23.55Upper Air Or31.010 - Airglane Pilot34.4931010 - Airglane Pilot34.4931020 - Bus Aide16.4631030 - Bus Driver22.1431043 - Driver Courier15.7931260 - Parking and Lot Attendant12.72  |                                   |        |
| III       30364 - Paralegal/Legal Assistant IV       38.39         30375 - Petroleum Supply Specialist       32.01         30390 - Photo-Optics Technician       26.66         30395 - Radiation Control Technician       32.01         30461 - Technical Writer I       27.82         30462 - Technical Writer II       34.03         30463 - Technical Writer III       34.03         30463 - Technical Writer III       41.18         30491 - Unexploded Ordnance (UXO)       28.51         Technician I       30493         30493 - Unexploded Ordnance (UXO)       41.34         Technician II       30493         30493 - Unexploded Ordnance (UXO)       41.34         Technician II       30495         30494 - Unexploded (UXO) Safety       28.51         Escort       28.51         30501 - Weather Forecaster I       28.98         30502 - Weather Forecaster II       35.24         30620 - Weather Observer Combined (see 2)       23.55         Upper Air Or       31000 - Transportation/Mobile         Equipment Operation Occupations       31010 - Airplane Pilot       34.49         31020 - Bus Aide       16.46       31030 - Bus Driver       22.14         31043 - Driver Courier       15.79       31260 - Pa  |                                   |        |
| 30364 - Paralegal/Legal Assistant IV       38.39         30375 - Petroleum Supply Specialist       32.01         30390 - Photo-Optics Technician       26.66         30395 - Radiation Control Technician       32.01         30461 - Technical Writer I       27.82         30462 - Technical Writer II       34.03         30463 - Technical Writer III       41.18         30491 - Unexploded Ordnance (UXO)       28.51         Technician I       30492 - Unexploded Ordnance (UXO)       34.49         Technician II       30493 - Unexploded Ordnance (UXO)       41.34         30493 - Unexploded Ordnance (UXO)       41.34         Technician III       30494 - Unexploded (UXO) Safety       28.51         Escort       28.51         30501 - Weather Forecaster I       28.98         30502 - Weather Forecaster II       35.24         30620 - Weather Observer Combined (see 2)       23.55         Upper Air Or       3000 - Transportation/Mobile       20.21         Equipment Operation Occupations       31010 - Airplane Pilot       34.49         31020 - Bus Aide       16.46       31030 - Bus Driver       22.14         31043 - Driver Courier       15.79       31260 - Parking and Lot Attendant       12.72  |                                   | 31.72  |
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| <b>31260 - Parking and Lot Attendant</b> 12.72   | 31030 - Bus Driver                | 22.14  |
| -  | 31043 - Driver Courier            | 15.79  |
| <b>31290 - Shuttle Bus Driver</b> 16.47  | 31260 - Parking and Lot Attendant | 12.72  |
|  | 31290 - Shuttle Bus Driver        | 16.47  |

| 31310 - Taxi Driver                 | 15.98 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 16.47 |
| 31362 - Truckdriver Medium          | 19.84 |
| 31363 - Truckdriver Heavy           | 22.97 |
| 31364 - Truckdriver Tractor-Trailer | 22.97 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 16.82 |
| 99030 - Cashier                     | 12.48 |
| 99050 - Desk Clerk                  | 13.94 |
| 99095 - Embalmer                    | 34.36 |
| 99130 - Flight Follower             | 28.51 |
| 99251 - Laboratory Animal Caretaker | 15.96 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 16.79 |
| II                                  |       |
| 99260 - Marketing Analyst           | 30.71 |
| 99310 - Mortician                   | 34.36 |
| 99410 - Pest Controller             | 21.95 |
| 99510 - Photofinishing Worker       | 14.98 |
| 99710 - Recycling Laborer           | 20.45 |
| 99711 - Recycling Specialist        | 23.22 |
| 99730 - Refuse Collector            | 18.96 |
| 99810 - Sales Clerk                 | 13.72 |
| 99820 - School Crossing Guard       | 15.03 |
| 99830 - Survey Party Chief          | 35.00 |
| 99831 - Surveying Aide              | 21.91 |
| 99832 - Surveying Technician        | 26.50 |
| 99840 - Vending Machine Attendant   | 20.13 |
| 99841 - Vending Machine Repairer    | 22.67 |
| 99842 - Vending Machine Repairer    | 20.13 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4111

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER HU.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4111 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 CONNECTICUT towns and cities in NEW LONDON County: Bozrah East Lyme Franklin Griswold Groton Ledyard Lisbon Lyme Montville New London North Stonington Norwich Old Lyme Preston Salem Sprague Stonginton Voluntown Waterford

\*\*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   |          | 31.06 |
| 01035 - Court Reporter             |          | 20.58 |
| 01041 - Customer Service           |          | 15.48 |
| Representative I                   |          |       |

| 01042 - Customer Service                       | 17.40 |
|--|-------|
| Representative II                              |       |
| 01043 - Customer Service<br>Representative III | 18.99 |
| 01051 - Data Entry Operator I                  | 17.78 |
| 01052 - Data Entry Operator II                 | 19.40 |
| 01060 - Dispatcher Motor Vehicle               | 18.31 |
| 01070 - Document Preparation Clerk             | 16.19 |
| 01090 - Duplicating Machine Operator           | 16.19 |
| 01111 - General Clerk I                        |       |
|  | 14.94 |
| 01112 - General Clerk II                       | 16.30 |
| 01113 - General Clerk III                      | 18.31 |
| 01120 - Housing Referral Assistant             | 22.66 |
| 01141 - Messenger Courier                      | 13.57 |
| 01191 - Order Clerk I                          | 16.31 |
| 01192 - Order Clerk II                         | 18.00 |
| 01261 - Personnel Assistant                    | 18.07 |
| (Employment) I                                 |       |
| 01262 - Personnel Assistant                    | 20.22 |
| (Employment) II                                |       |
| 01263 - Personnel Assistant                    | 22.54 |
| (Employment) III                               |       |
| 01270 - Production Control Clerk               | 29.06 |
| 01290 - Rental Clerk                           | 15.12 |
| 01300 - Scheduler Maintenance                  | 18.18 |
| 01311 - Secretary I                            | 18.18 |
| 01312 - Secretary II                           | 20.33 |
| 01313 - Secretary III                          | 22.66 |
| 01320 - Service Order Dispatcher               | 16.36 |
| 01410 - Supply Technician                      | 31.06 |
| 01420 - Survey Worker                          | 21.79 |
| 01460 - Switchboard                            | 16.69 |
| Operator/Receptionist                          | 10.09 |
|  | 10 00 |
| 01531 - Travel Clerk I                         | 12.82 |
| 01532 - Travel Clerk II                        | 13.94 |
| 01533 - Travel Clerk III                       | 14.66 |
| 01611 - Word Processor I                       | 16.19 |
| 01612 - Word Processor II                      | 18.18 |
| 01613 - Word Processor III                     | 20.33 |
| 05000 - Automotive Service Occupations         |       |
| 05005 - Automobile Body Repairer               | 23.02 |
| Fiberglass                                     |       |
| 05010 - Automotive Electrician                 | 22.22 |
| 05040 - Automotive Glass Installer             | 21.49 |
| 05070 - Automotive Worker                      | 21.49 |
| 05110 - Mobile Equipment Servicer              | 20.17 |
| 05130 - Motor Equipment Metal                  | 22.84 |
| Mechanic                                       |       |
| 05160 - Motor Equipment Metal Worker           | 21.49 |
|  |       |

| 05190 - Motor Vehicle Mechanic       | 22.41 |
|--------------------------------------|-------|
| 05220 - Motor Vehicle Mechanic       | 19.44 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 20.87 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 21.49 |
| 05310 - Painter Automotive           | 21.67 |
| 05340 - Radiator Repair Specialist   | 20.89 |
| 05370 - Tire Repairer                | 19.00 |
| 05400 - Transmission Repair          | 22.41 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 14.64 |
| 07041 - Cook I                       | 17.26 |
| 07042 - Cook II                      | 18.63 |
| 07070 - Dishwasher                   | 12.37 |
| 07130 - Food Service Worker          | 13.50 |
| 07210 - Meat Cutter                  | 23.23 |
| 07260 - Waiter/Waitress              | 12.51 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 28.95 |
| 09040 - Furniture Handler            | 21.82 |
| 09080 - Furniture Refinisher         | 28.95 |
| 09090 - Furniture Refinisher Helper  | 24.78 |
| 09110 - Furniture Repairer Minor     | 26.88 |
| 09130 - Upholsterer                  | 28.95 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 13.04 |
| 11060 - Elevator Operator            | 15.02 |
| 11090 - Gardener                     | 19.75 |
| 11122 - Housekeeping Aide            | 15.02 |
| 11150 - Janitor                      | 15.02 |
| 11210 - Laborer Grounds Maintenance  | 16.68 |
| 11240 - Maid or Houseman             | 12.84 |
| 11260 - Pruner                       | 15.46 |
| 11270 - Tractor Operator             | 18.94 |
| 11330 - Trail Maintenance Worker     | 16.68 |
| 11360 - Window Cleaner               | 16.20 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 22.23 |
| 12011 - Breath Alcohol Technician    | 24.60 |
| 12012 - Certified Occupational       | 32.86 |
| Therapist Assistant                  |       |
| 12015 - Certified Physical Therapist | 32.66 |
| Assistant                            |       |
| 12020 - Dental Assistant             | 23.15 |

|                                      | 10 01 |
|--------------------------------------|-------|
| 12025 - Dental Hygienist             | 43.21 |
| 12030 - EKG Technician               | 37.28 |
| 12035 - Electroneurodiagnostic       | 37.28 |
| Technologist                         |       |
| 12040 - Emergency Medical Technician | 22.23 |
| 12071 - Licensed Practical Nurse I   | 22.06 |
| 12072 - Licensed Practical Nurse II  | 24.69 |
| 12073 - Licensed Practical Nurse III | 27.52 |
| 12100 - Medical Assistant            | 19.03 |
| 12130 - Medical Laboratory           | 33.06 |
| Technician                           |       |
| 12160 - Medical Record Clerk         | 20.43 |
| 12190 - Medical Record Technician    | 24.97 |
| 12195 - Medical Transcriptionist     | 22.06 |
| 12210 - Nuclear Medicine             | 54.07 |
| Technologist                         |       |
| 12221 - Nursing Assistant I          | 12.53 |
| 12222 - Nursing Assistant II         | 14.08 |
| 12223 - Nursing Assistant III        | 15.36 |
| 12224 - Nursing Assistant IV         | 17.24 |
| 12235 - Optical Dispenser            | 27.20 |
| 12236 - Optical Technician           | 22.06 |
| 12250 - Pharmacy Technician          | 16.99 |
| 12280 - Phlebotomist                 | 19.71 |
| 12305 - Radiologic Technologist      | 37.28 |
| 12311 - Registered Nurse I           | 26.95 |
| 12312 - Registered Nurse II          | 32.97 |
| 12313 - Registered Nurse II          | 32.97 |
| Specialist                           |       |
| 12314 - Registered Nurse III         | 39.90 |
| 12315 - Registered Nurse III         | 39.90 |
| Anesthetist                          |       |
| 12316 - Registered Nurse IV          | 47.81 |
| 12317 - Scheduler (Drug and Alcohol  | 30.58 |
| Testing)                             |       |
| 12320 - Substance Abuse Treatment    | 27.44 |
| Counselor                            |       |
| 13000 - Information And Arts         |       |
| Occupations                          |       |
| 13011 - Exhibits Specialist I        | 22.35 |
| 13012 - Exhibits Specialist II       | 27.68 |
| 13013 - Exhibits Specialist III      | 33.86 |
| 13041 - Illustrator I                | 22.35 |
| 13042 - Illustrator II               | 27.68 |
| 13043 - Illustrator III              | 33.86 |
| 13047 - Librarian                    | 30.65 |
| 13050 - Library Aide/Clerk           | 16.30 |
| 13054 - Library Information          | 27.68 |
| Technology Systems                   | 27.00 |
| recurrency systems                   |       |

| Administrator                            |      |    |       |
|--|------|----|-------|
| 13058 - Library Technician               |      |    | 19.24 |
| 13061 - Media Specialist I               |      |    | 19.97 |
| 13062 - Media Specialist II              |      |    | 22.35 |
| 13063 - Media Specialist III             |      |    | 24.91 |
| 13071 - Photographer I                   |      |    | 18.84 |
| 13072 - Photographer II                  |      |    | 21.09 |
| 13073 - Photographer III                 |      |    | 26.11 |
| 13074 - Photographer IV                  |      |    | 31.94 |
| 13075 - Photographer V                   |      |    | 38.64 |
| 13090 - Technical Order Library          |      |    | 20.57 |
| Clerk                                    |      |    |       |
| 13110 - Video Teleconference             |      |    | 22.40 |
| Technician                               |      |    |       |
| 14000 - Information Technology           |      |    |       |
| Occupations                              |      |    |       |
| 14041 - Computer Operator I              |      |    | 18.34 |
| 14042 - Computer Operator II             |      |    | 20.52 |
| 14043 - Computer Operator III            |      |    | 22.87 |
| 14044 - Computer Operator IV             |      |    | 25.42 |
| 14045 - Computer Operator V              |      |    | 28.15 |
| 14071 - Computer Programmer I            | (see | 1) | 27.32 |
| 14072 - Computer Programmer II           | (see | •  | 21.52 |
| 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 | ⊥) | 18.34 |
| 14150 - Peripheral Equipment<br>Operator |      |    | 10.34 |
| -  |      |    | 26.53 |
| 14160 - Personal Computer Support        |      |    | 20.00 |
| Technician                               |      |    |       |
| 14170 - System Support Specialist        |      |    | 35.14 |
| 15000 - Instructional Occupations        |      |    |       |
| 15010 - Aircrew Training Devices         |      |    | 32.96 |
| Instructor (Non-Rated)                   |      |    |       |
| 15020 - Aircrew Training Devices         |      |    | 39.87 |
| Instructor (Rated)                       |      |    |       |
| 15030 - Air Crew Training Devices        |      |    | 47.05 |
| Instructor (Pilot)                       |      |    |       |
| 15050 - Computer Based Training          |      |    | 32.96 |
| Specialist / Instructor                  |      |    |       |
| 15060 - Educational Technologist         |      |    | 38.38 |
| 15070 - Flight Instructor (Pilot)        |      |    | 47.05 |
| 15080 - Graphic Artist                   |      |    | 27.86 |
| 15085 - Maintenance Test Pilot Fixed     |      |    | 47.05 |
| Jet/Prop                                 |      |    |       |
| 15086 - Maintenance Test Pilot           |      |    | 47.05 |
| Rotary Wing                              |      |    |       |

| 15088 - Non-Maintenance Test/Co-       | 47.05 |
|--|-------|
| Pilot                                  |       |
| 15090 - Technical Instructor           | 32.80 |
| 15095 - Technical Instructor/Course    | 40.12 |
| Developer                              |       |
| 15110 - Test Proctor                   | 26.48 |
| 15120 - Tutor                          | 26.48 |
| 16000 - Laundry Dry-Cleaning Pressing  |       |
| And Related Occupations                |       |
| 16010 - Assembler                      | 13.23 |
| 16030 - Counter Attendant              | 13.23 |
| 16040 - Dry Cleaner                    | 15.11 |
| 16070 - Finisher Flatwork Machine      | 13.23 |
| 16090 - Presser Hand                   | 13.23 |
| 16110 - Presser Machine Drycleaning    | 13.23 |
| 16130 - Presser Machine Shirts         | 13.23 |
| 16160 - Presser Machine Wearing        | 13.23 |
| Apparel Laundry                        |       |
| 16190 - Sewing Machine Operator        | 15.93 |
| 16220 - Tailor                         | 16.79 |
| 16250 - Washer Machine                 | 13.86 |
| 19000 - Machine Tool Operation And     |       |
| Repair Occupations                     |       |
| 19010 - Machine-Tool Operator (Tool    | 31.85 |
| Room)                                  |       |
| 19040 - Tool And Die Maker             | 36.35 |
| 21000 - Materials Handling And Packing |       |
| Occupations                            |       |
| 21020 - Forklift Operator              | 20.27 |
| 21030 - Material Coordinator           | 27.09 |
| 21040 - Material Expediter             | 27.09 |
| 21050 - Material Handling Laborer      | 14.85 |
| 21071 - Order Filler                   | 14.89 |
| 21080 - Production Line Worker (Food   | 20.27 |
| Processing)                            |       |
| 21110 - Shipping Packer                | 17.68 |
| 21130 - Shipping/Receiving Clerk       | 17.68 |
| 21140 - Store Worker I                 | 15.32 |
| 21150 - Stock Clerk                    | 19.14 |
| 21210 - Tools And Parts Attendant      | 20.27 |
| 21410 - Warehouse Specialist           | 20.27 |
| 23000 - Mechanics And Maintenance And  |       |
| Repair Occupations                     |       |
| 23010 - Aerospace Structural Welder    | 36.58 |
| 23019 - Aircraft Logs and Records      | 31.74 |
| Technician                             |       |
| 23021 - Aircraft Mechanic I            | 35.33 |
| 23022 - Aircraft Mechanic II           | 36.58 |
| 23023 - Aircraft Mechanic III          | 37.76 |
|  |       |

| 23040 - Aircraft Mechanic Helper     | 29.25  |
|--------------------------------------|--------|
| 23050 - Aircraft Painter             | 34.17  |
| 23060 - Aircraft Servicer            | 31.74  |
| 23070 - Aircraft Survival Flight     | 34.17  |
| Equipment Technician                 |        |
| 23080 - Aircraft Worker              | 32.93  |
| 23091 - Aircrew Life Support         | 32.93  |
| Equipment (ALSE) Mechanic            | 02.00  |
| I                                    |        |
| 23092 - Aircrew Life Support         | 35.33  |
| Equipment (ALSE) Mechanic            | 55.55  |
|                                      |        |
| 23110 - Appliance Mechanic           | 31.85  |
|                                      | 28.44  |
| 23120 - Bicycle Repairer             | 42.75  |
| 23125 - Cable Splicer                |        |
| 23130 - Carpenter Maintenance        | 26.57  |
| 23140 - Carpet Layer                 | 30.70  |
| 23160 - Electrician Maintenance      | 28.21  |
| 23181 - Electronics Technician       | 32.03  |
| Maintenance I                        |        |
| 23182 - Electronics Technician       | 33.23  |
| Maintenance II                       |        |
| 23183 - Electronics Technician       | 34.36  |
| Maintenance III                      |        |
| 23260 - Fabric Worker                | 29.57  |
| 23290 - Fire Alarm System Mechanic   | 32.69  |
| 23310 - Fire Extinguisher Repairer   | 28.44  |
| 23311 - Fuel Distribution System     | 40.22  |
| Mechanic                             |        |
| 23312 - Fuel Distribution System     | 35.81  |
| Operator                             |        |
| 23370 - General Maintenance Worker   | 24.47  |
| 23380 - Ground Support Equipment     | 35.33  |
| Mechanic                             |        |
| 23381 - Ground Support Equipment     | 31.74  |
| Servicer                             |        |
| 23382 - Ground Support Equipment     | 32.93  |
| Worker                               |        |
| 23391 - Gunsmith I                   | 28.44  |
| 23392 - Gunsmith II                  | 30.70  |
| 23393 - Gunsmith III                 | 32.93  |
| 23410 - Heating Ventilation And Air- | 29.31  |
| Conditioning                         | 23.31  |
| Mechanic                             |        |
| 23411 - Heating Ventilation And Air  | 30.35  |
| Contidioning                         | 50.55  |
| Mechanic (Research Facility)         |        |
| 23430 - Heavy Equipment Mechanic     | 28.74  |
| 23430 - neavy Equipment Mechanic     | (0) 14 |
| 23440 - Heavy Equipment Operator     | 29.78  |

| 23460 -   | Instrument Mechanic          | 32.93 |
|-----------|------------------------------|-------|
| 23465 -   | Laboratory/Shelter Mechanic  | 31.85 |
|           | Laborer                      | 14.85 |
|           | Locksmith                    | 31.85 |
|           | Machinery Maintenance        | 42.42 |
| Mechanic  |                              |       |
| 23550 -   | Machinist Maintenance        | 27.83 |
|           | Maintenance Trades Helper    | 25.80 |
|           | Metrology Technician I       | 32.93 |
|           | Metrology Technician II      | 34.10 |
|           | Metrology Technician III     | 35.19 |
|           | Millwright                   | 32.93 |
|           | Office Appliance Repairer    | 31.85 |
|           | Painter Maintenance          | 25.59 |
|           | Pipefitter Maintenance       | 29.82 |
|           | Plumber Maintenance          | 28.84 |
|           | Pneudraulic Systems Mechanic | 32.93 |
| 23850 -   | -                            | 31.61 |
|           | Scale Mechanic               | 30.70 |
|           | Sheet-Metal Worker           | 29.56 |
| Maintenan |                              |       |
| 23910 -   | Small Engine Mechanic        | 30.47 |
|           | Telecommunications Mechanic  | 32.93 |
| I         |                              |       |
| 23932 -   | Telecommunications Mechanic  | 34.10 |
| II        |                              |       |
| 23950 -   | Telephone Lineman            | 32.93 |
| 23960 -   | Welder Combination           | 30.61 |
| Maintenan | ce                           |       |
| 23965 -   | Well Driller                 | 32.93 |
| 23970 -   | Woodcraft Worker             | 32.93 |
| 23980 -   | Woodworker                   | 28.44 |
| 24000 - P | ersonal Needs Occupations    |       |
| 24550 -   | Case Manager                 | 20.60 |
| 24570 -   | Child Care Attendant         | 13.29 |
| 24580 -   | Child Care Center Clerk      | 16.58 |
| 24610 -   | Chore Aide                   | 14.76 |
| 24620 -   | Family Readiness And Support | 20.60 |
| Services  |                              |       |
| Coordin   | ator                         |       |
| 24630 -   | Homemaker                    | 22.77 |
| 25000 - P | lant And System Operations   |       |
| Occupatio |                              |       |
| 25010 -   | Boiler Tender                | 28.45 |
|           | Sewage Plant Operator        | 33.45 |
| 25070 -   | Stationary Engineer          | 28.45 |
| 25190 -   | 1 2                          |       |
| 25190     | Ventilation Equipment Tender | 23.56 |
|           |                              |       |

| 27000 - Protective Service Occupations       |      |    |         |
|--|------|----|---------|
| 27004 - Alarm Monitor                        |      |    | 26.72   |
| 27007 - Baggage Inspector                    |      |    | 17.49   |
| 27008 - Corrections Officer                  |      |    | 26.44   |
| 27010 - Court Security Officer               |      |    | 26.44   |
| 27030 - Detection Dog Handler                |      |    | 20.07   |
| 27040 - Detention Officer                    |      |    | 26.44   |
| 27070 - Firefighter                          |      |    | 26.44   |
| 27101 - Guard I                              |      |    | 17.49   |
| 27101 Guard I<br>27102 - Guard II            |      |    | 20.07   |
| 27102 - Guard II<br>27131 - Police Officer I |      |    | 31.92   |
| 27131 - Police Officer II                    |      |    | 35.48   |
|  |      |    | 33.40   |
| 28000 - Recreation Occupations               |      |    | 1 5 0 0 |
| 28041 - Carnival Equipment Operator          |      |    | 15.92   |
| 28042 - Carnival Equipment Repairer          |      |    | 16.61   |
| 28043 - Carnival Worker                      |      |    | 13.00   |
| 28210 - Gate Attendant/Gate Tender           |      |    | 19.10   |
| 28310 - Lifeguard                            |      |    | 12.84   |
| 28350 - Park Attendant (Aide)                |      |    | 21.37   |
| 28510 - Recreation Aide/Health               |      |    | 15.59   |
| Facility Attendant                           |      |    |         |
| 28515 - Recreation Specialist                |      |    | 26.47   |
| 28630 - Sports Official                      |      |    | 17.01   |
| 28690 - Swimming Pool Operator               |      |    | 17.92   |
| 29000 - Stevedoring/Longshoremen             |      |    |         |
| Occupational Services                        |      |    |         |
| 29010 - Blocker And Bracer                   |      |    | 32.22   |
| 29020 - Hatch Tender                         |      |    | 32.22   |
| 29030 - Line Handler                         |      |    | 32.22   |
| 29041 - Stevedore I                          |      |    | 31.04   |
| 29042 - Stevedore II                         |      |    | 33.44   |
| 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           |      |    | 18.88   |
| 30022 - Archeological Technician II          |      |    | 21.12   |
| 30023 - Archeological Technician III         |      |    | 26.17   |
| 30030 - Cartographic Technician              |      |    | 26.17   |
| 30040 - Civil Engineering Technician         |      |    | 31.65   |
| 30051 - Cryogenic Technician I               |      |    | 28.98   |
| 30052 - Cryogenic Technician II              |      |    | 32.01   |
| 30061 - Drafter/CAD Operator I               |      |    | 18.88   |
| 30062 - Drafter/CAD Operator II              |      |    | 21.12   |
| 30063 - Drafter/CAD Operator III             |      |    | 23.55   |
| 30064 - Drafter/CAD Operator IV              |      |    | 28.98   |
|  |      |    | _0.90   |

| 20001 Wasings Weshaising T   | 17 54          |
|--|----------------|
| 30081 - Engineering Technician I   | 17.54          |
| 30082 - Engineering Technician II  | 19.69          |
| 30083 - Engineering Technician III   |                |
| 30084 - Engineering Technician IV  | 27.30          |
| 30085 - Engineering Technician V   | 33.39          |
| 30086 - Engineering Technician VI  | 40.39          |
| 30090 - Environmental Technician   | 26.25          |
| 30095 - Evidence Control Specialist  | 26.17          |
| 30210 - Laboratory Technician  | 26.96          |
| 30221 - Latent Fingerprint<br>Technician I   | 28.98          |
| 30222 - Latent Fingerprint   | 32.01          |
| Technician II  | 32.01          |
| 30240 - Mathematical Technician  | 26.17          |
|  | 20.79          |
| 30361 - Paralegal/Legal Assistant I  |                |
| 30362 - Paralegal/Legal Assistant II   | 25.93          |
| 30363 - Paralegal/Legal Assistant  | 31.72          |
|  | 20 20          |
| 30364 - Paralegal/Legal Assistant IV   | 38.39<br>32.01 |
| 30375 - Petroleum Supply Specialist  |                |
| 30390 - Photo-Optics Technician<br>30395 - Radiation Control Technician                  | 26.17          |
|  | 32.01          |
| 30461 - Technical Writer I<br>30462 - Technical Writer II                                | 29.26          |
| 30462 - Technical Writer II<br>30463 - Technical Writer III                              | 35.78          |
|  | 43.31          |
| 30491 - Unexploded Ordnance (UXO)  | 28.51          |
| Technician I   | 34.49          |
| 30492 - Unexploded Ordnance (UXO)<br>Technician II                                       | 54.49          |
| 30493 - Unexploded Ordnance (UXO)  | 41.34          |
| Technician III   | 41.04          |
| 30494 - Unexploded (UXO) Safety  | 28.51          |
| Escort   | 20.JI          |
| 30495 - Unexploded (UXO) Sweep   | 28.51          |
| Personnel  | 20.JI          |
| 30501 - Weather Forecaster I   | 28.98          |
| 30502 - Weather Forecaster II  | 35.24          |
| <b>30502 - Weather Forecaster II</b><br><b>30620 - Weather Observer Combined</b> (see 2) | 35.24          |
|  | 23.00          |
| Upper Air Or<br>Surface Programs   |                |
| Surface Programs<br>30621 - Weather Observer Senior (see 2)                              | 26.17          |
| 30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile                      | 20.1/          |
| Equipment Operation Occupations  |                |
| 31010 - Airplane Pilot   | 34.49          |
| 31020 - Bus Aide   | 16.46          |
| 31020 - Bus Alde<br>31030 - Bus Driver   | 22.14          |
| 31030 - Bus Driver<br>31043 - Driver Courier   | 15.91          |
|  | 15.91          |
| 31260 - Parking and Lot Attendant  |                |
| 31290 - Shuttle Bus Driver   | 16.50          |

| 31310 - Taxi Driver                 | 15.99 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 16.50 |
| 31362 - Truckdriver Medium          | 17.73 |
| 31363 - Truckdriver Heavy           | 22.97 |
| 31364 - Truckdriver Tractor-Trailer | 22.97 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 16.82 |
| 99030 - Cashier                     | 12.48 |
| 99050 - Desk Clerk                  | 13.94 |
| 99095 - Embalmer                    | 30.13 |
| 99130 - Flight Follower             | 28.51 |
| 99251 - Laboratory Animal Caretaker | 14.85 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 15.40 |
| II                                  |       |
| 99260 - Marketing Analyst           | 30.71 |
| 99310 - Mortician                   | 30.13 |
| 99410 - Pest Controller             | 21.95 |
| 99510 - Photofinishing Worker       | 14.98 |
| 99710 - Recycling Laborer           | 20.45 |
| 99711 - Recycling Specialist        | 23.22 |
| 99730 - Refuse Collector            | 18.96 |
| 99810 - Sales Clerk                 | 13.72 |
| 99820 - School Crossing Guard       | 14.30 |
| 99830 - Survey Party Chief          | 29.18 |
| 99831 - Surveying Aide              | 18.31 |
| 99832 - Surveying Technician        | 27.22 |
| 99840 - Vending Machine Attendant   | 20.13 |
| 99841 - Vending Machine Repairer    | 22.67 |
| 99842 - Vending Machine Repairer    | 20.13 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4113

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4113 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 CONNECTICUT:

FAIRFIELD COUNTY: Bridgeport Darien Easton Fairfield Greenwich Monroe New Canaan Norwalk Redding Ridgefield Shelton Stamford Trumbull Weston Westport Wilton

NEW HAVEN COUNTY: Ansonia Derby Milford Oxford Seymour Southbury Woodbridge

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 20.77 |
| 01012 - Accounting Clerk II        |          | 23.33 |
| 01013 - Accounting Clerk III       |          | 26.09 |
| 01020 - Administrative Assistant   |          | 40.44 |

| 01035 - Court Reporter                 | 27.46       |
|--|-------------|
| 01041 - Customer Service               | 17.67       |
| Representative I                       | _ / • • • / |
| 01042 - Customer Service               | 19.58       |
| Representative II                      |             |
| 01043 - Customer Service               | 21.68       |
| Representative III                     |             |
| 01051 - Data Entry Operator I          | 18.94       |
| 01052 - Data Entry Operator II         | 20.66       |
| 01060 - Dispatcher Motor Vehicle       | 26.48       |
| 01070 - Document Preparation Clerk     | 21.43       |
| 01090 - Duplicating Machine Operator   | 21.43       |
| 01111 - General Clerk I                | 16.30       |
| 01112 - General Clerk II               | 18.95       |
| 01113 - General Clerk III              | 20.91       |
| 01120 - Housing Referral Assistant     | 26.92       |
| 01141 - Messenger Courier              | 15.48       |
| 01191 - Order Clerk I                  | 19.27       |
| 01192 - Order Clerk II                 | 21.37       |
| 01261 - Personnel Assistant            | 20.66       |
| (Employment) I                         |             |
| 01262 - Personnel Assistant            | 23.12       |
| (Employment) II                        |             |
| 01263 - Personnel Assistant            | 25.76       |
| (Employment) III                       |             |
| 01270 - Production Control Clerk       | 29.52       |
| 01290 - Rental Clerk                   | 18.04       |
| 01300 - Scheduler Maintenance          | 21.57       |
| 01311 - Secretary I                    | 23.73       |
| 01312 - Secretary II                   | 27.30       |
| 01313 - Secretary III                  | 29.61       |
| 01320 - Service Order Dispatcher       | 23.68       |
| 01410 - Supply Technician              | 40.44       |
| 01420 - Survey Worker                  | 22.19       |
| 01460 - Switchboard                    | 17.45       |
| Operator/Receptionist                  |             |
| 01531 - Travel Clerk I                 | 15.00       |
| 01532 - Travel Clerk II                | 16.34       |
| 01533 - Travel Clerk III               | 17.23       |
| 01611 - Word Processor I               | 21.00       |
| 01612 - Word Processor II              | 23.59       |
| 01613 - Word Processor III             | 26.38       |
| 05000 - Automotive Service Occupations |             |
| 05005 - Automobile Body Repairer       | 26.38       |
| Fiberglass                             | 00 50       |
| 05010 - Automotive Electricia          |             |
| 05040 - Automotive Glass Installer     | 28.55       |
| 05070 - Automotive Worker              | 28.55       |
| 05110 - Mobile Equipment Servicer      | 26.80       |

| 05130 - Motor Equipment Metal        | 30.34 |
|--------------------------------------|-------|
| Mechanic                             |       |
| 05160 - Motor Equipment Metal Worker | 28.55 |
| 05190 - Motor Vehicle Mechanic       | 29.68 |
| 05220 - Motor Vehicle Mechanic       | 25.82 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 27.72 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 28.55 |
| 05310 - Painter Automotive           | 28.79 |
| 05340 - Radiator Repair Specialist   | 26.95 |
| 05370 - Tire Repairer                | 15.94 |
| 05400 - Transmission Repair          | 29.68 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 16.75 |
| 07041 - Cook I                       | 19.04 |
| 07042 - Cook II                      | 20.73 |
| 07070 - Dishwasher                   | 12.13 |
| 07130 - Food Service Worker          | 13.91 |
| 07210 - Meat Cutter                  | 23.28 |
| 07260 - Waiter/Waitress              | 12.13 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 24.50 |
| 09040 - Furniture Handler            | 18.11 |
| 09080 - Furniture Refinisher         | 23.36 |
| 09090 - Furniture Refinisher Helper  | 19.59 |
| 09110 - Furniture Repairer Minor     | 21.51 |
| 09130 - Upholsterer                  | 25.66 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 13.99 |
| 11060 - Elevator Operator            | 16.31 |
| 11090 - Gardener                     | 20.66 |
| 11122 - Housekeeping Aide            | 16.31 |
| 11150 - Janitor                      | 16.31 |
| 11210 - Laborer Grounds Maintenance  | 17.38 |
| 11240 - Maid or Houseman             | 14.37 |
| 11260 - Pruner                       | 15.68 |
| 11270 - Tractor Operator             | 19.69 |
| 11330 - Trail Maintenance Worker     | 17.38 |
| 11360 - Window Cleaner               | 18.08 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 26.09 |
| 12011 - Breath Alcohol Technician    | 26.09 |
| 12012 - Certified Occupational       | 31.22 |
| Therapist Assistant                  |       |

| 12015 - Certified Physical Therapist  | 34.59          |
|---|----------------|
| Assistant   |                |
| 12020 - Dental Assistant  | 22.26          |
| 12025 - Dental Hygienist  | 48.35          |
| 12030 - EKG Technician  | 40.07          |
| 12035 - Electroneurodiagnostic  | 40.07          |
| Technologist  | 26.09          |
| 12040 - Emergency Medical Technician<br>12071 - Licensed Practical Nurse I  |                |
|   | 23.25          |
| 12072 - Licensed Practical Nurse II<br>12073 - Licensed Practical Nurse III | 26.00<br>28.98 |
| 12075 - Licensed Practical Nurse III<br>12100 - Medical Assistant           |                |
|   | 18.97          |
| 12130 - Medical Laboratory<br>Technician                                    | 32.98          |
|   | 19.20          |
| 12160 - Medical Record Clerk<br>12190 - Medical Record Technician           | 22.60          |
|   |                |
| 12195 - Medical Transcriptionist<br>12210 - Nuclear Medicine                | 21.24<br>47.93 |
| Technologist  | 47.93          |
| 12221 - Nursing Assistant I   | 12.73          |
| 12222 - Nursing Assistant II  | 14.30          |
| 12223 - Nursing Assistant II<br>12223 - Nursing Assistant III               | 15.82          |
| 12224 - Nursing Assistant IV  | 17.53          |
| 12235 - Optical Dispenser   | 30.34          |
| 12236 - Optical Technician  | 23.60          |
| 12250 - Pharmacy Technician   | 16.80          |
| 12280 - Phlebotomist  | 21.53          |
| 12305 - Radiologic Technologist   | 35.48          |
| 12311 - Registered Nurse I  | 32.76          |
| 12312 - Registered Nurse II   | 38.41          |
| 12313 - Registered Nurse II   | 38.41          |
| Specialist  | 00.11          |
| 12314 - Registered Nurse III  | 49.39          |
| 12315 - Registered Nurse III  | 49.39          |
| Anesthetist   |                |
| 12316 - Registered Nurse IV   | 59.20          |
| 12317 - Scheduler (Drug and Alcohol   | 32.27          |
| Testing)  |                |
| 12320 - Substance Abuse Treatment   | 25.81          |
| Counselor   |                |
| 13000 - Information And Arts  |                |
| Occupations   |                |
| 13011 - Exhibits Specialist I   | 28.28          |
| 13012 - Exhibits Specialist II  | 35.03          |
| 13013 - Exhibits Specialist III   | 42.85          |
| 13041 - Illustrator I<br>13042 - Illustrator II                             | 28.07          |
|   | 35.08          |
| 13043 - Illustrator III<br>13047 - Librarian                                | 44.73          |
| TOAAA - TIDIGIIGH   | 37.25          |

| 13050 - Library Aide/Clerk                                |      |    | 15.79 |
|---|------|----|-------|
| 13050 - Library Andercierk<br>13054 - Library Information |      |    | 32.65 |
| -   |      |    | 52.05 |
| Technology Systems<br>Administrator                       |      |    |       |
|   |      |    | 25.62 |
| 13058 - Library Technician                                |      |    |       |
| 13061 - Media Specialist I                                |      |    | 23.74 |
| 13062 - Media Specialist II                               |      |    | 26.56 |
| 13063 - Media Specialist III                              |      |    | 29.60 |
| 13071 - Photographer I                                    |      |    | 18.90 |
| 13072 - Photographer II                                   |      |    | 24.10 |
| 13073 - Photographer III                                  |      |    | 32.88 |
| 13074 - Photographer IV                                   |      |    | 44.26 |
| 13075 - Photographer V                                    |      |    | 50.85 |
| 13090 - Technical Order Library                           |      |    | 18.94 |
| Clerk   |      |    |       |
| 13110 - Video Teleconference                              |      |    | 29.31 |
| Technician  |      |    |       |
| 14000 - Information Technology                            |      |    |       |
| Occupations   |      |    |       |
| 14041 - Computer Operator I                               |      |    | 22.89 |
| 14042 - Computer Operator II                              |      |    | 25.62 |
| 14043 - Computer Operator III                             |      |    | 28.57 |
| 14044 - Computer Operator IV                              |      |    | 31.75 |
| 14045 - Computer Operator V                               |      |    | 35.13 |
| 14071 - Computer Programmer I                             | (see | 1) | 27.56 |
| 14072 - Computer Programmer II                            | (see | 1) |       |
| 14073 - Computer Programmer III                           | (see | 1) |       |
| 14074 - Computer Programmer IV                            | (see | 1) |       |
| 14101 - Computer Systems Analyst I                        | (see | 1) |       |
| 14102 - Computer Systems Analyst II                       | (see | 1) |       |
| 14103 - Computer Systems Analyst III                      | (see | 1) |       |
| 14150 - Peripheral Equipment                              |      |    | 22.89 |
| Operator  |      |    |       |
| 14160 - Personal Computer Support                         |      |    | 31.75 |
| Technician  |      |    |       |
| 14170 - System Support Specialist                         |      |    | 42.09 |
| 15000 - Instructional Occupations                         |      |    |       |
| 15010 - Aircrew Training Devices                          |      |    | 39.54 |
| Instructor (Non-Rated)                                    |      |    |       |
| 15020 - Aircrew Training Devices                          |      |    | 43.94 |
| Instructor (Rated)  |      |    |       |
| 15030 - Air Crew Training Devices                         |      |    | 52.65 |
| Instructor (Pilot)  |      |    |       |
| 15050 - Computer Based Training                           |      |    | 39.54 |
| Specialist / Instructor                                   |      |    |       |
| 15060 - Educational Technologist                          |      |    | 44.89 |
| 15070 - Flight Instructor (Pilot)                         |      |    | 52.65 |
| 15080 - Graphic Artist                                    |      |    | 32.92 |
| ·····   |      |    |       |

| 15085 - Maintenance Test Pilot Fixed   | 52.65    |
|--|----------|
| Jet/Prop                               |          |
| 15086 - Maintenance Test Pilot         | 52.65    |
| Rotary Wing                            |          |
| 15088 - Non-Maintenance Test/Co-       | 52.65    |
| Pilot                                  |          |
| 15090 - Technical Instructor           | 31.28    |
| 15095 - Technical Instructor/Course    | 38.27    |
| Developer                              |          |
| 15110 - Test Proctor                   | 25.26    |
| 15120 - Tutor                          | 25.26    |
| 16000 - Laundry Dry-Cleaning Pressing  |          |
| And Related Occupations                |          |
| 16010 - Assembler                      | 13.23    |
| 16030 - Counter Attendant              | 13.23    |
| 16040 - Dry Cleaner                    | 15.11    |
| 16070 - Finisher Flatwork Machine      | 13.23    |
| 16090 - Presser Hand                   | 13.23    |
| 16110 - Presser Machine Drycleaning    | 13.23    |
| 16130 - Presser Machine Shirts         | 13.23    |
| 16160 - Presser Machine Wearing        | 13.23    |
| Apparel Laundry                        |          |
| 16190 - Sewing Machine Operator        | 15.93    |
| 16220 - Tailor                         | 16.79    |
| 16250 - Washer Machine                 | 13.86    |
| 19000 - Machine Tool Operation And     |          |
| Repair Occupations                     |          |
| 19010 - Machine-Tool Operator (Tool    | 27.29    |
| Room)                                  |          |
| 19040 - Tool And Die Maker             | 31.71    |
| 21000 - Materials Handling And Packing |          |
| Occupations                            |          |
| 21020 - Forklift Operator              | 21.92    |
| 21030 - Material Coordinator           | 29.52    |
| 21040 - Material Expediter             | 29.52    |
| 21050 - Material Handling Laborer      | 16.25    |
| 21071 - Order Filler                   | 15.98    |
| 21080 - Production Line Worker (Food   | 21.92    |
| Processing)                            |          |
| 21110 - Shipping Packer                | 18.42    |
| 21130 - Shipping/Receiving Clerk       | 18.42    |
| 21140 - Store Worker I                 | 15.53    |
| 21150 - Stock Clerk                    | 20.79    |
| 21210 - Tools And Parts Attendant      | 21.92    |
| 21410 - Warehouse Specialist           | 21.92    |
| 23000 - Mechanics And Maintenance And  | ,        |
| Repair Occupations                     |          |
| 23010 - Aerospace Structural Welder    | 43.15    |
| Terrer Herophace Deractar Heraer       | 10 • T 0 |

| 23019 - Aircraft Logs and Records           | 36.91  |
|---|--------|
| Technician                                  |        |
| 23021 - Aircraft Mechanic I                 | 41.69  |
| 23022 - Aircraft Mechanic II                | 43.15  |
| 23023 - Aircraft Mechanic III               | 44.88  |
| 23040 - Aircraft Mechanic Helper            | 33.63  |
| 23050 - Aircraft Painter                    | 40.07  |
| 23060 - Aircraft Servicer                   | 36.91  |
| 23070 - Aircraft Survival Flight            | 40.07  |
| Equipment Technician                        |        |
| 23080 - Aircraft Worker                     | 38.40  |
| 23091 - Aircrew Life Support                | 38.40  |
| Equipment (ALSE) Mechanic                   |        |
| I   |        |
| 23092 - Aircrew Life Support                | 41.69  |
| Equipment (ALSE) Mechanic                   |        |
| II  |        |
| 23110 - Appliance Mechanic                  | 29.64  |
| 23120 - Bicycle Repairer                    | 28.45  |
| 23125 - Cable Splicer                       | 48.55  |
| 23130 - Carpenter Maintenance               | 32.53  |
| 23140 - Carpet Layer                        | 30.98  |
| 23160 - Electrician Maintenance             | 36.84  |
| 23181 - Electronics Technician              | 29.67  |
| Maintenance I                               | 29.07  |
| 23182 - Electronics Technician              | 30.96  |
| Maintenance II                              | 50.50  |
| 23183 - Electronics Technician              | 33.63  |
| Maintenance III                             | 55.05  |
| 23260 - Fabric Worker                       | 29.77  |
| 23290 - Fire Alarm System Mechanic          | 30.85  |
| 23310 - Fire Extinguisher Repairer          | 28.45  |
| 23311 - Fuel Distribution System            | 37.09  |
| Mechanic                                    | 57.05  |
| 23312 - Fuel Distribution System            | 32.77  |
| Operator                                    | 52.11  |
| 23370 - General Maintenance Worker          | 24.67  |
| 23380 - Ground Support Equipment            | 41.69  |
| Mechanic                                    | -1.0J  |
| 23381 - Ground Support Equipment            | 36.91  |
| Servicer                                    | JU. JI |
| 23382 - Ground Support Equipment            | 38.40  |
| Worker                                      | 50.40  |
| 23391 - Gunsmith I                          | 28.45  |
| 23391 - Gunsmith I<br>23392 - Gunsmith II   | 28.45  |
| 23392 - Gunsmith II<br>23393 - Gunsmith III | 30.98  |
|   |        |
| 23410 - Heating Ventilation And Air-        | 33.62  |
| Conditioning                                |        |

| 23411 - Heating Ventilation And Air  | 34.79 |
|--------------------------------------|-------|
| Contidioning                         |       |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 34.76 |
| 23440 - Heavy Equipment Operator     | 36.26 |
| 23460 - Instrument Mechanic          | 33.63 |
| 23465 - Laboratory/Shelter Mechanic  | 32.33 |
| 23470 - Laborer                      | 15.10 |
| 23510 - Locksmith                    | 28.63 |
| 23530 - Machinery Maintenance        | 29.35 |
| Mechanic                             |       |
| 23550 - Machinist Maintenance        | 26.51 |
| 23580 - Maintenance Trades Helper    | 17.62 |
| 23591 - Metrology Technician I       | 33.63 |
| 23592 - Metrology Technician II      | 34.81 |
| 23593 - Metrology Technician III     | 36.20 |
| 23640 - Millwright                   | 33.63 |
| 23710 - Office Appliance Repairer    | 24.40 |
| 23760 - Painter Maintenance          |       |
|                                      | 26.98 |
| 23790 - Pipefitter Maintenance       | 32.08 |
| 23810 - Plumber Maintenance          | 30.99 |
| 23820 - Pneudraulic Systems Mechanic | 33.63 |
| 23850 - Rigger                       | 32.76 |
| 23870 - Scale Mechanic               | 30.98 |
| 23890 - Sheet-Metal Worker           | 28.40 |
| Maintenance                          |       |
| 23910 - Small Engine Mechanic        | 29.68 |
| 23931 - Telecommunications Mechanic  | 37.20 |
| I                                    |       |
| 23932 - Telecommunications Mechanic  | 38.45 |
| II                                   |       |
| 23950 - Telephone Lineman            | 34.19 |
| 23960 - Welder Combination           | 25.85 |
| Maintenance                          |       |
| 23965 - Well Driller                 | 33.63 |
| 23970 - Woodcraft Worker             | 33.63 |
| 23980 - Woodworker                   | 28.45 |
| 24000 - Personal Needs Occupations   |       |
| 24550 - Case Manager                 | 22.14 |
| 24570 - Child Care Attendant         | 13.99 |
| 24580 - Child Care Center Clerk      | 18.20 |
| 24610 - Chore Aide                   | 13.62 |
| 24620 - Family Readiness And Support | 22.14 |
| Services                             |       |
| Coordinator                          |       |
| 24630 - Homemaker                    | 24.30 |
|                                      | 24.30 |
| 25000 - Plant And System Operations  |       |
| Occupations                          |       |
| 25010 - Boiler Tender                | 33.63 |
|                                      |       |

| 25070 - Stationary Engineer         33.63           25190 - Ventilation Equipment Tender         27.49           25210 - Water Treatment Plant         34.47           Operator         27000 - Protective Service Occupations           27000 - Protective Service Occupations         29.02           27007 - Baggage Inspector         17.98           27008 - Corrections Officer         36.34           27010 - Detection Dog Handler         20.36           27040 - Detention Officer         36.34           27101 - Guard I         17.98           27102 - Guard II         20.36           27131 - Police Officer I         33.63           27132 - Police Officer II         37.06           28041 - Carnival Equipment Operator         16.07           28042 - Carnival Equipment Operator         16.86           28043 - Carnival Equipment Repairer         16.86           28043 - Carnival Equipment Repairer         17.19           28150 - Recreation Aide/Health         18.98           Pacility Attendant         18.98           28515 - Recreation Specialist         23.99           28510 - Symming Pool Operator         18.36           29000 - Stevedoring/Longshoremen         30.98           29010 - Blocker And Bracer         30.98   | 25040 Source Diant Organitar          |     |    | 34.47 |
|---|---------------------------------------|-----|----|-------|
| 25190 - Ventilation Equipment Tender       27.49         25210 - Water Treatment Plant       34.47         Operator       27000 - Protective Service Occupations         27004 - Alarm Monitor       29.02         27007 - Baggage Inspector       17.98         27008 - Corrections Officer       36.34         27010 - Court Security Officer       36.34         27010 - Detention Og Handler       20.36         27040 - Detention Officer       36.34         27070 - Firefighter       36.34         27010 - Guard I       17.98         27102 - Guard II       20.36         27131 - Police Officer II       33.34         27132 - Police Officer II       37.06         28004 - Carnival Equipment Operator       16.07         28041 - Carnival Equipment Repairer       16.86         28042 - Carnival Worker       17.19         2810 - Gate Attendant/Gate Tender       17.19         2810 - Serk Attendant (Aide)       19.24         2810 - Serk official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       30.98         29010 - Blocker And Bracer       30.98         29030 - Line Handler       30.98         29042 - Stevedore I   | 25040 - Sewage Plant Operator         |     |    |       |
| 25210 - Water Treatment Plant         34.47           Operator         27000 - Protective Service Occupations           27000 - Alarm Monitor         29.02           27007 - Baggage Inspector         17.98           27008 - Corrections Officer         36.34           27010 - Court Security Officer         36.34           27010 - Detection Dog Handler         20.36           27040 - Detention Officer         36.34           27010 - Guard I         17.98           27112 - Guard I         33.34           27132 - Police Officer I         33.34           27132 - Police Officer II         37.06           28041 - Carnival Equipment Operator         16.07           28042 - Carnival Equipment Repairer         16.86           28043 - Carnival Worker         17.19           2810 - Lifeguard         13.93           28350 - Park Attendant/Gate Tender         17.19           2810 - Lifeguard         13.93           28515 - Recreation Specialist         23.99           28630 - Sports Official         15.36           29000 - Stevedoring/Longshoremen         30.98           29010 - Blocker And Bracer         30.98           29030 - Line Handler         30.98           29030 - Line Handler         30.98  |                                       |     |    |       |
| Operator           27000 - Protective Service Occupations           27004 - Alarm Monitor         29.02           27007 - Baggage Inspector         17.98           27008 - Corrections Officer         36.34           27010 - Court Security Officer         36.34           27030 - Detection Dog Handler         20.36           27040 - Detention Officer         36.34           27010 - Guard I         17.98           27102 - Guard II         20.36           27131 - Police Officer I         33.34           27132 - Police Officer II         37.06           28000 - Recreation Occupations         28041 - Carnival Equipment Operator         16.07           28042 - Carnival Equipment Repairer         16.86         28043 - Carnival Worker         12.79           28210 - Gate Attendant/Gate Tender         17.19         28310 - Lifeguard         13.93           28350 - Park Attendant (Aide)         19.24         28510 - Recreation Aide/Health         18.36           29000 - Stevedoring/Longshoremen         30.98         29020 - Hatch Tender         30.98           29010 - Blocker And Bracer         30.98         29041 - Stevedore I         29.77           29042 - Stevedore II         30.98         29041 - Stevedore I         30.98           29010 - Air T   |                                       |     |    |       |
| 27000 - Protective Service Occupations<br>27004 - Alarm Monitor 29.02<br>27007 - Baggage Inspector 17.98<br>27008 - Corrections Officer 36.34<br>27010 - Court Security Officer 36.34<br>27030 - Detection Dog Handler 20.36<br>27040 - Detention Officer 36.34<br>27070 - Firefighter 36.34<br>27102 - Guard I 17.98<br>27102 - Guard II 20.36<br>27131 - Police Officer I 33.34<br>27132 - Police Officer II 37.06<br>28041 - Carnival Equipment Operator 16.07<br>28042 - Carnival Equipment Repairer 16.86<br>28043 - Carnival Equipment Repairer 16.86<br>28043 - Carnival Worker 12.79<br>28210 - Gate Attendant/Gate Tender 17.19<br>28310 - Lifeguard 13.93<br>28350 - Park Attendant (Aide) 19.24<br>28515 - Recreation Aide/Health 18.98<br>Facility Attendant<br>28630 - Sports Official 15.32<br>28630 - Sports Official 15.32<br>28630 - Summing Pool Operator 30.98<br>29000 - Stevedoring/Longshoremen<br>Occupational Services 30.98<br>29030 - Line Handler 30.98<br>29030 - Line Handler 30.98<br>29030 - Line Handler 30.98<br>29030 - Line Handler 30.98<br>29041 - Stevedore II 29.77<br>29042 - Stevedore II 20.29<br>30012 - Air Traffic Control (see 2) 46.55<br>Specialist Station (HFO)<br>30011 - Air Traffic Control (see 2) 32.10<br>Specialist Station (HFO)<br>30012 - Air Traffic Control 30.38<br>29022 - Archeological Technician III 20.29<br>30022 - Archeological Technician III 20.29<br>30023 - Archeological Technician III 22.42<br>30030 - Cartographic Technician III 27.75<br>30040 - Civil Eqineering Technician III 27.75<br>30040 - Civil Eqineering Technician III 27.75<br>30040 - Civil Eqineering Technician III 20.38 |                                       |     |    | 34.4/ |
| 27004 - Alarm Monitor       29.02         27007 - Baggage Inspector       17.98         27008 - Corrections Officer       36.34         27010 - Court Security Officer       36.34         27030 - Detection Dog Handler       20.36         27040 - Detention Officer       36.34         27070 - Firefighter       36.34         27101 - Guard I       17.98         27102 - Guard II       20.36         27131 - Police Officer I       33.34         27132 - Police Officer II       37.06         28041 - Carnival Equipment Operator       16.07         28042 - Carnival Equipment Repairer       16.66         28043 - Carnival Worker       12.79         2810 - Gate Attendant/Gate Tender       17.19         28350 - Park Attendant (Aide)       19.24         28515 - Recreation Aide/Health       18.98         Facility Attendant       23.99         28630 - Sports Official       15.32         29000 - Stevedoring/Longshoremen       30.98         29010 - Blocker And Bracer       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore I       30.98         29041 - Stevedore I       30.98 <t< th=""><th>-</th><th></th><th></th><th></th></t<>  | -                                     |     |    |       |
| 27007 - Baggage Inspector       17.98         27008 - Corrections Officer       36.34         27010 - Court Security Officer       36.34         27030 - Detection Dog Handler       20.36         27040 - Detention Officer       36.34         27070 - Firefighter       36.34         27010 - Guard I       20.36         27131 - Guard I       20.36         27132 - Police Officer I       33.34         27132 - Police Officer II       33.34         28000 - Recreation Occupations       28043 - Carnival Equipment Operator       16.07         28043 - Carnival Equipment Repairer       16.86       28043 - Carnival Worker       12.79         28210 - Gate Attendant/Gate Tender       17.19       28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       19.24       28510 - Recreation Aide/Health       18.98         Facility Attendant       15.32       28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       30.98       29030 - Line Handler       30.98         29030 - Line Handler       30.98       29.30       30.98       29.30         30010 - Air Traffic Control       (see 2)       46.55       30.98         29020 - Hatch Tender       30.98       29.30       30.98 </th <th>_</th> <th></th> <th></th> <th></th>  | _                                     |     |    |       |
| 27008 - Corrections Officer       36.34         27010 - Court Security Officer       36.34         27030 - Detection Dog Handler       20.36         27040 - Detention Officer       36.34         27070 - Firefighter       36.34         27101 - Guard I       17.98         27132 - Guard II       20.36         27131 - Police Officer I       33.34         27132 - Police Officer II       37.06         28041 - Carnival Equipment Operator       16.07         28042 - Carnival Equipment Repairer       16.86         28043 - Carnival Worker       12.79         2810 - Lifeguard       13.93         28350 - Park Attendant (Aide)       19.24         28510 - Recreation Aide/Health       18.98         Facility Attendant       23.99         28515 - Recreation Specialist       23.99         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       30.98         29010 - Blocker And Bracer       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore II       32.84         30010 - Air Traffic Control       (see 2)       32.10 <th></th> <th></th> <th></th> <th></th>   |                                       |     |    |       |
| 27010 - Court Security Officer       36.34         27030 - Detection Dog Handler       20.36         27040 - Detention Officer       36.34         27070 - Firefighter       36.34         27101 - Guard I       17.98         27102 - Guard II       20.36         27131 - Police Officer I       33.34         27132 - Police Officer II       37.06         28000 - Recreation Occupations       28041 - Carnival Equipment Operator       16.07         28042 - Carnival Equipment Repairer       16.66         28043 - Carnival Worker       12.79         28210 - Gate Attendant/Gate Tender       17.19         28310 - Lifeguard       13.93         28515 - Recreation Aide/Health       18.98         Facility Attendant       23.99         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       30.98         29010 - Blocker And Bracer       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30000 - Technical Occupations       30.98         29041 - Stevedore II       32.84         30011 - Air Traffic Control (se  |                                       |     |    |       |
| 27030 - Detection Dog Handler         20.36           27040 - Detention Officer         36.34           27070 - Firefighter         36.34           27101 - Guard I         17.98           27102 - Guard II         20.36           27131 - Police Officer I         33.34           27132 - Police Officer II         37.06           28000 - Recreation Occupations         16.07           28041 - Carnival Equipment Operator         16.07           28042 - Carnival Equipment Repairer         16.86           28043 - Carnival Worker         12.79           28210 - Gate Attendant (Aide)         19.24           28510 - Recreation Aide/Health         18.98           Facility Attendant         23.99           28630 - Sports Official         15.32           28690 - Swimming Pool Operator         18.36           29000 - Stevedoring/Longshoremen         00.98           29020 - Hatch Tender         30.98           29030 - Line Handler         30.98           29041 - Stevedore I         29.77           29042 - Stevedore II         29.77           29042 - Stevedore II         29.77           29042 - Stevedore II         30.98           29030 - Line Handler         30.98           30010  |                                       |     |    |       |
| 27040 - Detention Officer       36.34         27070 - Firefighter       36.34         27101 - Guard I       17.98         27102 - Guard II       20.36         27131 - Police Officer I       33.34         27132 - Police Officer II       37.06         28041 - Carnival Equipment Operator       16.07         28042 - Carnival Equipment Repairer       16.86         28043 - Carnival Worker       12.79         28210 - Gate Attendant/Gate Tender       17.19         28310 - Lifeguard       13.93         28515 - Recreation Aide/Health       18.98         Facility Attendant       23.99         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       30.98         29010 - Blocker And Bracer       30.98         29030 - Line Handler       30.98         29041 - Stevedore II       29.77         29042 - Stevedore II       29.77         29042 - Stevedore II       30.98         29041 - Stevedore II       32.84         30010 - Air Traffic Control (see 2)       32.10         Specialist Center (HFO)       30.12         30011 - Air Traffic Control (see 2)       32.10  | -                                     |     |    |       |
| 27070 - Firefighter       36.34         27101 - Guard I       17.98         27102 - Guard II       20.36         27131 - Police Officer I       33.34         27132 - Police Officer II       37.06         28000 - Recreation Occupations       28041 - Carnival Equipment Operator       16.07         28042 - Carnival Equipment Repairer       16.86         28043 - Carnival Worker       12.79         2810 - Gate Attendant/Gate Tender       17.19         28310 - Lifeguard       13.93         28515 - Recreation Aide/Health       19.24         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       30.98         29010 - Blocker And Bracer       30.98         29010 - Blocker And Bracer       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore II       29.77         29042 - Stevedore II       32.84         30010 - Air Traffic Control (see 2)       32.10         Specialist Station (HFO)       30.31         30011 - Air Traffic Control (see 2)       32.10         Specialist Station (HFO)       30.35         30021 - Archeologi  | -                                     |     |    |       |
| 27101 - Guard I       17.98         27102 - Guard II       20.36         27131 - Police Officer I       33.34         27132 - Police Officer II       37.06         28000 - Recreation Occupations       16.07         28041 - Carnival Equipment Operator       16.07         28042 - Carnival Equipment Repairer       16.86         28043 - Carnival Worker       12.79         28210 - Gate Attendant/Gate Tender       17.19         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       19.24         28510 - Recreation Aide/Health       18.98         Facility Attendant       23.99         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       30.98         29010 - Blocker And Bracer       30.98         29010 - Blocker And Bracer       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.34         30010 - Air Traffic Control (see 2)       32.10         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)         30012 - Air Traffic Control (see 2)       30.35.35         Specialist Termina   |                                       |     |    |       |
| 27102 - Guard II       20.36         27131 - Police Officer I       33.34         27132 - Police Officer II       37.06         28000 - Recreation Occupations       28041 - Carnival Equipment Operator       16.07         28042 - Carnival Equipment Operator       16.07         28043 - Carnival Worker       12.79         28210 - Gate Attendant/Gate Tender       17.19         28310 - Lifeguard       13.93         28510 - Recreation Aide/Health       18.98         Facility Attendant       23.99         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30010 - Air Traffic Control       (see 2)       32.10         Specialist Center (HFO)       30011 - Air Traffic Control       35.35         Specialist Station (HFO)       30.32       35.35         30021 - Archeological Technician II       20.29       30022         30022 - Archeological Technician III       20.29         30023 - Cartographic Technician III       27.75  | -                                     |     |    |       |
| 27131 - Police Officer I       33.34         27132 - Police Officer II       37.06         28000 - Recreation Occupations   |                                       |     |    |       |
| 27132 - Police Officer II       37.06         28000 - Recreation Occupations       28041 - Carnival Equipment Operator       16.07         28042 - Carnival Equipment Repairer       16.06         28043 - Carnival Worker       12.79         28210 - Gate Attendant/Gate Tender       17.19         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       19.24         28510 - Recreation Aide/Health       18.98         Facility Attendant       23.99         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       0.98         29010 - Blocker And Bracer       30.98         29030 - Line Handler       29.77         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30000 - Technical Occupations       30.98         29030 - Line Handler       32.84         30010 - Air Traffic Control (see 2)       32.10         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)         30012 - Air Traffic Control       35.35         Specialist Terminal (HFO) (see 2)       30021 - Archeological Technician II         30022 - Archeological Technician III       22.42         300   |                                       |     |    |       |
| 28000 - Recreation Occupations       16.07         28041 - Carnival Equipment Operator       16.07         28042 - Carnival Equipment Repairer       16.86         28043 - Carnival Worker       12.79         28210 - Gate Attendant/Gate Tender       17.19         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       19.24         28510 - Recreation Aide/Health       18.98         Facility Attendant       23.99         28630 - Sports Official       15.32         28600 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       00098         Occupational Services       30.98         29010 - Blocker And Bracer       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       32.84         30000 - Technical Occupations       30.98         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control       35.35         30021 - Air Traffic Control       35.35       35.35         Specialist Station (HFO)       30.22.10       35.35         30022 - Archeological Technician II       20.29         30022 - A  |                                       |     |    |       |
| 28041 - Carnival Equipment Operator       16.07         28042 - Carnival Equipment Repairer       16.86         28043 - Carnival Worker       12.79         28210 - Gate Attendant/Gate Tender       17.19         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       19.24         28510 - Recreation Aide/Health       18.98         Facility Attendant       23.99         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       30.98         29010 - Blocker And Bracer       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30010 - Air Traffic Control       (see 2)       32.10         Specialist Center (HFO)       30.12 - Air Traffic Control       35.35         30012 - Air Traffic Control       35.35       35         Specialist Terminal (HFO) (see 2)       30021 - Archeological Technician II       20.29         30022 - Archeological Technician III       27.60         30030 - Cartographic Technician III       27.75         30040 - Civil Engineering Technician III   |                                       |     |    | 37.06 |
| 28042 - Carnival Equipment Repairer       16.86         28043 - Carnival Worker       12.79         28210 - Gate Attendant/Gate Tender       17.19         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       19.24         28510 - Recreation Aide/Health       18.98         Facility Attendant       15.32         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       30.98         29010 - Blocker And Bracer       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30010 - Air Traffic Control       (see 2)       32.10         Specialist Center (HFO)       30.1 - Air Traffic Control       35.35         30011 - Air Traffic Control       35.35       35         Specialist Terminal (HFO) (see 2)       3002 - Archeological Technician II       20.29         30022 - Archeological Technician III       27.60         30030 - Cartographic Technician III       27.75         30040 - Civil Engineering Technician III       30.38   | _                                     |     |    |       |
| 28043 - Carnival Worker       12.79         28210 - Gate Attendant/Gate Tender       17.19         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       19.24         28510 - Recreation Aide/Health       18.98         Facility Attendant       23.99         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       0ccupational Services         29010 - Blocker And Bracer       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30000 - Technical Occupations       3010 - Air Traffic Control (see 2)       32.10         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)       32.10         Specialist Station (HFO)       30022 - Air Traffic Control 35.35       35.35         Specialist Terminal (HFO) (see 2)       30021 - Archeological Technician II       20.29         30022 - Archeological Technician II       20.29       30022 - Archeological Technician III       27.75         30040 - Civil Engineering Technician       30.38       30.38  |                                       |     |    |       |
| 28210 - Gate Attendant/Gate Tender       17.19         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       19.24         28510 - Recreation Aide/Health       18.98         Facility Attendant       23.99         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       0ccupational Services         29010 - Blocker And Bracer       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore II       29.77         29042 - Stevedore II       29.77         30010 - Air Traffic Control       (see 2)       32.10         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       32.10         30012 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       35.35       35         30012 - Air Traffic Control       20.29       30.22       35.35         30021 - Archeological Technician II       20.29       30.022       Archeological Technician III       20.29         30022 - Archeological Technician III       27.75       30040 - Civil Engineering Technician III       30.38   |                                       |     |    |       |
| 28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       19.24         28510 - Recreation Aide/Health       18.98         Facility Attendant       23.99         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       0         Occupational Services       30.98         29010 - Blocker And Bracer       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30000 - Technical Occupations       30.98         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       30.12 - Air Traffic Control       35.35         30012 - Air Traffic Control       35.35       35.35         Specialist Station (HFO)       30.22       30.22 - Archeological Technician I       20.29         30022 - Archeological Technician II       22.42       30023 - Archeological Technician III       27.60         30030 - Cartographic Technician III       27.75       30040 - Civil Engineering Technician       30.38  |                                       |     |    |       |
| 28350 - Park Attendant (Aide)       19.24         28510 - Recreation Aide/Health       18.98         Facility Attendant       23.99         28515 - Recreation Specialist       23.99         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       0ccupational Services         29010 - Blocker And Bracer       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30000 - Technical Occupations       30.98         30010 - Air Traffic Control (see 2)       46.55         Specialist Center (HFO)       30.12 - Air Traffic Control (see 2)       32.10         Specialist Terminal (HFO) (see 2)       30.12 - Air Traffic Control 35.35       35.35         Specialist Terminal (HFO) (see 2)       30022 - Archeological Technician II       20.29         30022 - Archeological Technician III       22.42         30030 - Cartographic Technician 30.38       27.75         30040 - Civil Engineering Technician       30.38   |                                       |     |    |       |
| 28510 - Recreation Aide/Health18.98Facility Attendant23.9928515 - Recreation Specialist23.9928630 - Sports Official15.3228690 - Swimming Pool Operator18.3629000 - Stevedoring/Longshoremen0ccupational Services29010 - Blocker And Bracer30.9829020 - Hatch Tender30.9829030 - Line Handler30.9829041 - Stevedore I29.7729042 - Stevedore II32.8430000 - Technical Occupations3010 - Air Traffic Control30010 - Air Traffic Control(see 2)30011 - Air Traffic Control(see 2)30012 - Air Traffic Control35.35Specialist Station (HFO)30.2130021 - Archeological Technician II20.2930022 - Archeological Technician III27.6030030 - Cartographic Technician III27.7530040 - Civil Engineering Technician30.38  | -                                     |     |    |       |
| Facility Attendant       23.99         28515 - Recreation Specialist       23.99         28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       0ccupational Services         29010 - Blocker And Bracer       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30000 - Technical Occupations       32.84         30010 - Air Traffic Control (see 2)       46.55         Specialist Center (HFO)       3011 - Air Traffic Control (see 2)       32.10         Specialist Station (HFO)       35.35         30021 - Air Traffic Control (see 2)       32.10         30021 - Archeological Technician I       20.29         30022 - Archeological Technician II       20.29         30023 - Archeological Technician III       27.60         30030 - Cartographic Technician III       27.75         30040 - Civil Engineering Technician       30.38   |                                       |     |    |       |
| 28515 - Recreation Specialist23.9928630 - Sports Official15.3228690 - Swimming Pool Operator18.3629000 - Stevedoring/Longshoremen0Occupational Services30.9829010 - Blocker And Bracer30.9829020 - Hatch Tender30.9829030 - Line Handler30.9829041 - Stevedore I29.7729042 - Stevedore II32.8430000 - Technical Occupations3010 - Air Traffic Control (see 2)30010 - Air Traffic Control (see 2)32.10Specialist Center (HFO)30012 - Air Traffic Control 35.3530021 - Air Traffic Control 35.3535.35Specialist Terminal (HFO) (see 2)30.2930022 - Archeological Technician II20.2930023 - Archeological Technician III27.6030030 - Cartographic Technician III27.7530040 - Civil Engineering Technician30.38   |                                       |     |    | 18.98 |
| 28630 - Sports Official       15.32         28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       18.36         Occupational Services       30.98         29010 - Blocker And Bracer       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30000 - Technical Occupations       32.84         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       30.22 - Air Traffic Control       35.35       35         Specialist Terminal (HFO) (see 2)       30.22 - Archeological Technician II       20.29         30021 - Archeological Technician III       22.42       30023 - Archeological Technician III       27.60         30030 - Cartographic Technician III       27.75       30040 - Civil Engineering Technician       30.38  | -                                     |     |    |       |
| 28690 - Swimming Pool Operator       18.36         29000 - Stevedoring/Longshoremen       0         Occupational Services       30.98         29010 - Blocker And Bracer       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30000 - Technical Occupations       30.19         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       30.3012 - Air Traffic Control       35.35         Specialist Terminal (HFO) (see 2)       30.22       30.22 - Archeological Technician II       20.29         30022 - Archeological Technician III       22.42       30030 - Cartographic Technician III       27.75         30040 - Civil Engineering Technician       30.38       30.38  | _                                     |     |    |       |
| 29000 - Stevedoring/Longshoremen<br>Occupational Services<br>29010 - Blocker And Bracer 30.98<br>29020 - Hatch Tender 30.98<br>29030 - Line Handler 30.98<br>29041 - Stevedore I 29.77<br>29042 - Stevedore II 32.84<br>30000 - Technical Occupations<br>30010 - Air Traffic Control (see 2) 46.55<br>Specialist Center (HFO)<br>30011 - Air Traffic Control (see 2) 32.10<br>Specialist Station (HFO)<br>30012 - Air Traffic Control 35.35<br>Specialist Terminal (HFO) (see 2)<br>30021 - Archeological Technician I 20.29<br>30022 - Archeological Technician III 22.42<br>30030 - Cartographic Technician 30.38   | -                                     |     |    |       |
| Occupational Services       30.98         29010 - Blocker And Bracer       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30000 - Technical Occupations       30.010 - Air Traffic Control (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)       32.10         Specialist Station (HFO)       30012 - Air Traffic Control (see 2)       32.30         30021 - Air Traffic Control (see 2)       35.35         Specialist Terminal (HFO) (see 2)       30021 - Archeological Technician I       20.29         30022 - Archeological Technician III       22.42         30030 - Cartographic Technician IIII       27.75         30040 - Civil Engineering Technician       30.38   |                                       |     |    | 18.36 |
| 29010 - Blocker And Bracer       30.98         29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30000 - Technical Occupations       32.84         30010 - Air Traffic Control (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)       32.10         Specialist Station (HFO)       30012 - Air Traffic Control (see 2)       32.35         Specialist Terminal (HFO) (see 2)       35.35         30021 - Archeological Technician I       20.29         30022 - Archeological Technician III       22.42         30030 - Cartographic Technician III       27.75         30040 - Civil Engineering Technician       30.38   |                                       |     |    |       |
| 29020 - Hatch Tender       30.98         29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30000 - Technical Occupations       30.010         30010 - Air Traffic Control (see 2)       46.55         Specialist Center (HFO)       30.11 - Air Traffic Control (see 2)       32.10         Specialist Station (HFO)       30012 - Air Traffic Control (see 2)       32.10         Specialist Terminal (HFO) (see 2)       35.35         Specialist Terminal (HFO) (see 2)       30021 - Archeological Technician I       20.29         30022 - Archeological Technician II       22.42         30030 - Cartographic Technician 30.38       27.75         30040 - Civil Engineering Technician       30.38  |                                       |     |    |       |
| 29030 - Line Handler       30.98         29041 - Stevedore I       29.77         29042 - Stevedore II       32.84         30000 - Technical Occupations       32.84         30010 - Air Traffic Control (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)       32.10         Specialist Station (HFO)       30012 - Air Traffic Control (see 2)       32.35         Specialist Terminal (HFO) (see 2)       35.35         Specialist Terminal (HFO) (see 2)       30021 - Archeological Technician I       20.29         30022 - Archeological Technician II       22.42         30030 - Cartographic Technician III       27.75         30040 - Civil Engineering Technician       30.38  |                                       |     |    |       |
| 29041 - Stevedore I29.7729042 - Stevedore II32.8430000 - Technical Occupations30010 - Air Traffic Control (see 2)30010 - Air Traffic Control (see 2)46.55Specialist Center (HFO)30011 - Air Traffic Control (see 2)30012 - Air Traffic Control (see 2)32.10Specialist Station (HFO)35.35Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I30022 - Archeological Technician III22.4230023 - Archeological Technician III27.6030030 - Cartographic Technician III30.38   |                                       |     |    |       |
| 29042 - Stevedore II32.8430000 - Technical Occupations30010 - Air Traffic Control (see 2)46.55Specialist Center (HFO)30011 - Air Traffic Control (see 2)32.10Specialist Station (HFO)30012 - Air Traffic Control 35.3535.35Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.2930022 - Archeological Technician III22.4230030 - Cartographic Technician III27.6030040 - Civil Engineering Technician30.38   |                                       |     |    |       |
| 30000 - Technical Occupations30010 - Air Traffic Control(see 2)46.55Specialist Center (HFO)30011 - Air Traffic Control(see 2)32.10Specialist Station (HFO)30012 - Air Traffic Control35.35Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.2930022 - Archeological Technician II22.4230023 - Archeological Technician III27.6030030 - Cartographic Technician27.7530040 - Civil Engineering Technician30.38  |                                       |     |    |       |
| 30010 - Air Traffic Control(see 2)46.55Specialist Center (HFO)30011 - Air Traffic Control(see 2)32.10Specialist Station (HFO)30012 - Air Traffic Control35.35Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.2930022 - Archeological Technician II22.4230023 - Archeological Technician III27.6030030 - Cartographic Technician30.38  |                                       |     |    | 32.84 |
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| 30011 - Air Traffic Control(see 2)32.10Specialist Station (HFO)30012 - Air Traffic Control35.35Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.2930022 - Archeological Technician II22.4230023 - Archeological Technician III27.6030030 - Cartographic Technician27.7530040 - Civil Engineering Technician30.38   |                                       | see | 2) | 46.55 |
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| 30012 - Air Traffic Control35.35Specialist Terminal (HFO) (see 2)20.2930021 - Archeological Technician I20.2930022 - Archeological Technician III22.4230023 - Archeological Technician III27.6030030 - Cartographic Technician27.7530040 - Civil Engineering Technician30.38  | · · · · · · · · · · · · · · · · · · · | see | 2) | 32.10 |
| Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.2930022 - Archeological Technician II22.4230023 - Archeological Technician III27.6030030 - Cartographic Technician27.7530040 - Civil Engineering Technician30.38  |                                       |     |    |       |
| 30021 - Archeological Technician I20.2930022 - Archeological Technician II22.4230023 - Archeological Technician III27.6030030 - Cartographic Technician27.7530040 - Civil Engineering Technician30.38   |                                       |     |    | 35.35 |
| 30022 - Archeological Technician II22.4230023 - Archeological Technician III27.6030030 - Cartographic Technician27.7530040 - Civil Engineering Technician30.38  |                                       |     |    |       |
| 30023 - Archeological Technician III27.6030030 - Cartographic Technician27.7530040 - Civil Engineering Technician30.38  | —                                     |     |    |       |
| 30030 - Cartographic Technician27.7530040 - Civil Engineering Technician30.38   |                                       |     |    | 22.42 |
| <b>30040 - Civil Engineering Technician</b> 30.38   | 30023 - Archeological Technician III  |     |    | 27.60 |
|   |                                       |     |    |       |
| 30051 - Cryogenia Technician T 20.56  | 30040 - Civil Engineering Technician  |     |    | 30.38 |
| SUBL - Cryogenre recurreran r 50.56   | 30051 - Cryogenic Technician I        |     |    | 30.56 |

| 30052 - Cryogenic Technician II                 | 33.76   |
|---|---------|
| 30061 - Drafter/CAD Operator I                  | 19.92   |
| 30062 - Drafter/CAD Operator II                 | 22.42   |
| 30063 - Drafter/CAD Operator III                | 24.89   |
| 30064 - Drafter/CAD Operator IV                 | 30.56   |
| 30081 - Engineering Technician I                | 19.98   |
| 30082 - Engineering Technician II               | 22.47   |
| 30083 - Engineering Technician III              | 25.28   |
| 30084 - Engineering Technician IV               | 31.22   |
| 30085 - Engineering Technician V                | 38.08   |
| 30086 - Engineering Technician VI               | 46.34   |
| 30090 - Environmental Technician                | 27.60   |
| 30095 - Evidence Control Specialist             | 27.60   |
| 30210 - Laboratory Technician                   | 29.43   |
| 30221 - Latent Fingerprint                      | 30.56   |
| Technician I                                    |         |
| 30222 - Latent Fingerprint                      | 33.76   |
| Technician II                                   |         |
| 30240 - Mathematical Technician                 | 30.00   |
| 30361 - Paralegal/Legal Assistant I             | 23.36   |
| 30362 - Paralegal/Legal Assistant II            | 28.94   |
| 30363 - Paralegal/Legal Assistant               | 35.39   |
| III   |         |
| 30364 - Paralegal/Legal Assistant IV            | 42.84   |
| 30375 - Petroleum Supply Specialist             | 33.76   |
| 30390 - Photo-Optics Technician                 | 27.60   |
| 30395 - Radiation Control Technician            | 33.76   |
| 30461 - Technical Writer I                      | 25.57   |
| 30462 - Technical Writer II                     | 31.26   |
| 30463 - Technical Writer III                    | 37.86   |
| 30491 - Unexploded Ordnance (UXO)               | 29.58   |
| Technician I                                    |         |
| 30492 - Unexploded Ordnance (UXO)               | 35.79   |
| Technician II                                   |         |
| 30493 - Unexploded Ordnance (UXO)               | 42.90   |
| Technician III                                  |         |
| 30494 - Unexploded (UXO) Safety                 | 29.58   |
| Escort  |         |
| 30495 - Unexploded (UXO) Sweep                  | 29.58   |
| Personnel                                       |         |
| 30501 - Weather Forecaster I                    | 30.56   |
| 30502 - Weather Forecaster II                   | 37.18   |
| <b>30620 - Weather Observer Combined</b> (see 2 | ) 24.89 |
| Upper Air Or                                    |         |
| Surface Programs                                |         |
| <b>30621 - Weather Observer Senior</b> (see 2   | ) 27.60 |
| 31000 - Transportation/Mobile                   |         |
| Equipment Operation Occupations                 |         |
| 31010 - Airplane Pilot                          | 35.79   |
|   |         |

| 31020 - Bus Aide                    | 22.65 |
|-------------------------------------|-------|
| 31030 - Bus Driver                  | 28.17 |
| 31043 - Driver Courier              | 17.18 |
| 31260 - Parking and Lot Attendant   | 13.03 |
| 31290 - Shuttle Bus Driver          | 18.39 |
| 31310 - Taxi Driver                 | 18.39 |
| 31361 - Truckdriver Light           | 17.80 |
| 31362 - Truckdriver Medium          | 19.73 |
| 31363 - Truckdriver Heavy           | 24.85 |
| 31364 - Truckdriver Tractor-Trailer | 24.85 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 17.45 |
| 99030 - Cashier                     | 12.37 |
| 99050 - Desk Clerk                  | 13.86 |
| 99095 - Embalmer                    | 37.16 |
| 99130 - Flight Follower             | 29.58 |
| 99251 - Laboratory Animal Caretaker | 15.15 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 15.89 |
| II                                  |       |
| 99260 - Marketing Analyst           | 35.74 |
| 99310 - Mortician                   | 37.16 |
| 99410 - Pest Controller             | 21.61 |
| 99510 - Photofinishing Worker       | 14.75 |
| 99710 - Recycling Laborer           | 27.85 |
| 99711 - Recycling Specialist        | 31.55 |
| 99730 - Refuse Collector            | 25.12 |
| 99810 - Sales Clerk                 | 14.73 |
| 99820 - School Crossing Guard       | 17.84 |
| 99830 - Survey Party Chief          | 34.02 |
| 99831 - Surveying Aide              | 23.37 |
| 99832 - Surveying Technician        | 30.88 |
| 99840 - Vending Machine Attendant   | 16.54 |
| 99841 - Vending Machine Repairer    | 18.62 |
| 99842 - Vending Machine Repairer    | 16.54 |
| Helper                              |       |

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

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

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

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

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

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

(1) The application of systems analysis techniques and procedures including

consulting with users to determine hardware software or system functional specifications;

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

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

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

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

### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

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

### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent

information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4115

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 2015-4115 Wage Determination No.: 2015-4115 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: Connecticut

This wage determination is applicable to the following towns in LITCHFIELD COUNTY: Bridgewater New Milford

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

| <b>OCCUPATION CODE - TITLE</b>     | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 19.42 |
| 01012 - Accounting Clerk II        |          | 21.81 |
| 01013 - Accounting Clerk III       |          | 24.39 |
| 01020 - Administrative Assistant   |          | 33.88 |
| 01035 - Court Reporter             |          | 19.99 |
| 01041 - Customer Service           |          | 16.46 |
| Representative I                   |          |       |

| 01042 - Customer Service<br>Representative II         | 18.51    |
|---|----------|
| 01043 - Customer Service                              |          |
|   | 20.20    |
| Representative III                                    | 1 77 1 4 |
| 01051 - Data Entry Operator I                         | 17.14    |
| 01052 - Data Entry Operator II                        | 18.70    |
| 01060 - Dispatcher Motor Vehicle                      | 23.66    |
| 01070 - Document Preparation Clerk                    | 20.60    |
| 01090 - Duplicating Machine Operator                  | 20.60    |
| 01111 - General Clerk I                               | 15.55    |
| 01112 - General Clerk II                              | 16.97    |
| 01113 - General Clerk III                             | 19.06    |
| 01120 - Housing Referral Assistant                    | 22.34    |
| 01141 - Messenger Courier                             | 14.44    |
| 01191 - Order Clerk I                                 | 20.31    |
| 01192 - Order Clerk II                                | 22.26    |
| 01261 - Personnel Assistant                           | 21.05    |
| (Employment) I  |          |
| 01262 - Personnel Assistant                           | 23.56    |
| (Employment) II                                       |          |
| 01263 - Personnel Assistant                           | 26.26    |
| (Employment) III                                      | 20.20    |
| 01270 - Production Control Clerk                      | 26.82    |
| 01290 - Rental Clerk                                  | 15.62    |
| 01300 - Scheduler Maintenance                         | 17.87    |
| 01311 - Secretary I                                   | 17.87    |
| 01312 - Secretary II                                  | 19.99    |
| -   | 22.29    |
| 01313 - Secretary III<br>01320 - Secretary Dispetator |          |
| 01320 - Service Order Dispatcher                      | 21.16    |
| 01410 - Supply Technician                             | 33.88    |
| 01420 - Survey Worker                                 | 19.99    |
| 01460 - Switchboard                                   | 17.68    |
| Operator/Receptionist                                 | 10 04    |
| 01531 - Travel Clerk I                                | 13.24    |
| 01532 - Travel Clerk II                               | 14.43    |
| 01533 - Travel Clerk III                              | 15.70    |
| 01611 - Word Processor I                              | 16.16    |
| 01612 - Word Processor II                             | 18.14    |
| 01613 - Word Processor III                            | 20.30    |
| 05000 - Automotive Service Occupations                |          |
| 05005 - Automobile Body Repairer                      | 23.89    |
| Fiberglass  |          |
| 05010 - Automotive Electrician                        |          |
| 05040 - Automotive Glass Installer                    | 21.90    |
| 05070 - Automotive Worker                             | 21.90    |
| 05110 - Mobile Equipment Servicer                     | 20.56    |
| 05130 - Motor Equipment Metal                         | 23.31    |
| Mechanic  |          |
| 05160 - Motor Equipment Metal Worker                  | 21.90    |

| 05190 - Motor Vehicle Mechanic       | 23.31 |
|--------------------------------------|-------|
| 05220 - Motor Vehicle Mechanic       | 19.81 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 21.27 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 21.90 |
| 05310 - Painter Automotive           | 22.41 |
| 05340 - Radiator Repair Specialist   | 21.48 |
| 05370 - Tire Repairer                | 16.42 |
| 05400 - Transmission Repair          | 23.31 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 13.99 |
| 07041 - Cook I                       | 17.41 |
| 07042 - Cook II                      | 18.96 |
| 07070 - Dishwasher                   | 11.97 |
| 07130 - Food Service Worker          | 14.07 |
| 07210 - Meat Cutter                  | 22.13 |
| 07260 - Waiter/Waitress              | 11.64 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 27.33 |
| 09040 - Furniture Handler            | 20.23 |
| 09080 - Furniture Refinisher         | 27.33 |
| 09090 - Furniture Refinisher Helper  | 22.93 |
| 09110 - Furniture Repairer Minor     | 25.16 |
| 09130 - Upholsterer                  | 27.33 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 13.55 |
| 11060 - Elevator Operator            | 16.84 |
| 11090 - Gardener                     | 21.58 |
| 11122 - Housekeeping Aide            | 16.84 |
| 11150 - Janitor                      | 16.84 |
| 11210 - Laborer Grounds Maintenance  | 18.15 |
| 11240 - Maid or Houseman             | 12.25 |
| 11260 - Pruner                       | 16.36 |
| 11270 - Tractor Operator             | 20.57 |
| 11330 - Trail Maintenance Worker     | 18.15 |
| 11360 - Window Cleaner               | 18.67 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 25.45 |
| 12011 - Breath Alcohol Technician    | 25.45 |
| 12012 - Certified Occupational       | 34.92 |
| Therapist Assistant                  |       |
| 12015 - Certified Physical Therapist | 34.92 |
| Assistant                            |       |
| 12020 - Dental Assistant             | 23.29 |

| 12025 - Dontol Hugionist   | 48.18 |
|--|-------|
| 12025 - Dental Hygienist<br>12030 - EKG Technician                       | 38.57 |
| 12030 - Electroneurodiagnostic   | 38.57 |
| Technologist   | 50.57 |
| 12040 - Emergency Medical Technician                                     | 25.45 |
| 12040 Emergency Medical Technician<br>12071 - Licensed Practical Nurse I | 22.76 |
| 12071 - Licensed Practical Nurse II                                      | 25.45 |
| 12072 – Licensed Practical Nurse III                                     | 28.37 |
| 12100 - Medical Assistant  | 18.33 |
| 12130 - Medical Laboratory   | 22.76 |
| Technician   | 22.10 |
| 12160 - Medical Record Clerk   | 22.81 |
| 12190 - Medical Record Technician  | 28.07 |
| 12195 - Medical Transcriptionist   | 22.76 |
| 12210 - Nuclear Medicine   | 55.94 |
| Technologist   | 00.91 |
| 12221 - Nursing Assistant I  | 13.81 |
| 12222 - Nursing Assistant II   | 15.73 |
| 12223 - Nursing Assistant III  | 17.16 |
| 12224 - Nursing Assistant IV   | 19.01 |
| 12235 - Optical Dispenser  | 32.16 |
| 12236 - Optical Technician   | 22.76 |
| 12250 - Pharmacy Technician  | 16.11 |
| 12280 - Phlebotomist   | 20.14 |
| 12305 - Radiologic Technologist  | 36.32 |
| 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                                      | 31.52 |
| Testing)   |       |
| 12320 - Substance Abuse Treatment  | 27.44 |
| Counselor  |       |
| 13000 - Information And Arts   |       |
| Occupations  |       |
| 13011 - Exhibits Specialist I  | 27.56 |
| 13012 - Exhibits Specialist II   | 34.14 |
| 13013 - Exhibits Specialist III  | 41.76 |
| 13041 - Illustrator I  | 27.56 |
| 13042 - Illustrator II   | 34.14 |
| 13043 - Illustrator III  | 41.76 |
| 13047 - Librarian  | 37.81 |
| 13050 - Library Aide/Clerk   | 15.08 |
| 13054 - Library Information  | 34.14 |
| Technology Systems   |       |

| Administrator   |      |            |               |
|---|------|------------|---------------|
| 13058 - Library Technician  |      |            | 22.01         |
| 13061 - Media Specialist I  |      |            | 24.65         |
| 13062 - Media Specialist II   |      |            | 27.56         |
| 13063 - Media Specialist III  |      |            | 30.72         |
| 13071 - Photographer I  |      |            | 24.65         |
| 13072 - Photographer II   |      |            | 27.56         |
| 13073 - Photographer III  |      |            | 34.14         |
| 13074 - Photographer IV   |      |            | 41.76         |
| 13075 - Photographer V  |      |            | 50.54         |
| 13090 - Technical Order Library   |      |            | 20.50         |
| Clerk   |      |            |               |
| 13110 - Video Teleconference  |      |            | 24.65         |
| Technician  |      |            |               |
| 14000 - Information Technology  |      |            |               |
| Occupations   |      |            |               |
| 14041 - Computer Operator I   |      |            | 18.38         |
| 14042 - Computer Operator II  |      |            | 20.56         |
| 14043 - Computer Operator III   |      |            | 22.94         |
| 14044 - Computer Operator IV  |      |            | 26.63         |
| 14045 - Computer Operator V   |      |            | 29.50         |
| 14071 - Computer Programmer I   | (see | 1)         | 24.15         |
| 14072 - Computer Programmer II  | (see | •          | 24.13         |
| 14073 - Computer Programmer III   | (see |            |               |
| 14074 - Computer Programmer IV  | (see |            |               |
| 14101 - Computer Systems Analyst I  | (see |            |               |
| 14101 - Computer Systems Analyst I<br>14102 - Computer Systems Analyst II   | (see |            |               |
| 14102 - Computer Systems Analyst II<br>14103 - Computer Systems Analyst III | (see |            |               |
| 14105 - Computer Systems Analyst III<br>14150 - Peripheral Equipment        | (566 | <b>⊥</b> ) | 18.38         |
| Operator  |      |            | 10.30         |
| -   |      |            | 29.29         |
| 14160 - Personal Computer Support<br>Technician                             |      |            | 29.29         |
|   |      |            | 20 10         |
| 14170 - System Support Specialist   |      |            | 39.49         |
| 15000 - Instructional Occupations   |      |            |               |
| 15010 - Aircrew Training Devices  |      |            | 35.66         |
| Instructor (Non-Rated)  |      |            | 40 15         |
| 15020 - Aircrew Training Devices  |      |            | 43.15         |
| Instructor (Rated)  |      |            | <b>F1 F</b> 0 |
| 15030 - Air Crew Training Devices   |      |            | 51.73         |
| Instructor (Pilot)  |      |            |               |
| 15050 - Computer Based Training   |      |            | 35.66         |
| Specialist / Instructor   |      |            |               |
| 15060 - Educational Technologist  |      |            | 44.26         |
| 15070 - Flight Instructor (Pilot)   |      |            | 51.73         |
| 15080 - Graphic Artist  |      |            | 27.89         |
| 15085 - Maintenance Test Pilot Fixed  |      |            | 51.73         |
| Jet/Prop  |      |            |               |
| 15086 - Maintenance Test Pilot  |      |            | 51.73         |
| Rotary Wing   |      |            |               |

| 15088 - Non-Maintenance Test/Co-       | 51.73 |
|--|-------|
| Pilot                                  | 01.70 |
| 15090 - Technical Instructor           | 26.82 |
| 15095 - Technical Instructor/Course    | 32.81 |
| Developer                              |       |
| 15110 - Test Proctor                   | 21.66 |
| 15120 - Tutor                          | 21.66 |
| 16000 - Laundry Dry-Cleaning Pressing  |       |
| And Related Occupations                |       |
| 16010 - Assembler                      | 13.23 |
| 16030 - Counter Attendant              | 13.23 |
| 16040 - Dry Cleaner                    | 15.11 |
| 16070 - Finisher Flatwork Machine      | 13.23 |
| 16090 - Presser Hand                   | 13.23 |
| 16110 - Presser Machine Drycleaning    | 13.23 |
| 16130 - Presser Machine Shirts         | 13.23 |
| 16160 - Presser Machine Wearing        | 13.23 |
| Apparel Laundry                        |       |
| 16190 - Sewing Machine Operator        | 15.93 |
| 16220 - Tailor                         | 16.79 |
| 16250 - Washer Machine                 | 13.86 |
| 19000 - Machine Tool Operation And     |       |
| Repair Occupations                     |       |
| 19010 - Machine-Tool Operator (Tool    | 26.49 |
| Room)                                  |       |
| 19040 - Tool And Die Maker             | 30.79 |
| 21000 - Materials Handling And Packing |       |
| Occupations                            |       |
| 21020 - Forklift Operator              | 24.04 |
| 21030 - Material Coordinator           | 26.82 |
| 21040 - Material Expediter             | 26.82 |
| 21050 - Material Handling Laborer      | 16.78 |
| 21071 - Order Filler                   | 15.76 |
| 21080 - Production Line Worker (Food   | 24.04 |
| Processing)                            |       |
| 21110 - Shipping Packer                | 17.91 |
| 21130 - Shipping/Receiving Clerk       | 17.91 |
| 21140 - Store Worker I                 | 15.53 |
| 21150 - Stock Clerk                    | 20.79 |
| 21210 - Tools And Parts Attendant      | 24.04 |
| 21410 - Warehouse Specialist           | 24.04 |
| 23000 - Mechanics And Maintenance And  |       |
| Repair Occupations                     |       |
| 23010 - Aerospace Structural Welder    | 33.30 |
| 23019 - Aircraft Logs and Records      | 28.48 |
| Technician                             | 20.10 |
| 23021 - Aircraft Mechanic I            | 32.18 |
| 23022 - Aircraft Mechanic II           | 33.30 |
| 23023 - Aircraft Mechanic III          | 34.64 |

| 23040 - Aircraft Mechanic Helper                             | 25.94 |
|--|-------|
| 23050 - Aircraft Painter                                     | 30.93 |
| 23060 - Aircraft Servicer                                    | 28.48 |
| 23070 - Aircraft Survival Flight                             | 30.93 |
| Equipment Technician   |       |
| 23080 - Aircraft Worker                                      | 29.64 |
| 23091 - Aircrew Life Support                                 | 29.64 |
| Equipment (ALSE) Mechanic                                    |       |
| I  |       |
| 23092 - Aircrew Life Support                                 | 32.18 |
| Equipment (ALSE) Mechanic                                    | 52.10 |
|  |       |
| 23110 - Appliance Mechanic                                   | 27.33 |
|  | 24.05 |
| 23120 - Bicycle Repairer                                     |       |
| 23125 - Cable Splicer  | 33.67 |
| 23130 - Carpenter Maintenance                                | 27.66 |
| 23140 - Carpet Layer   | 26.18 |
| 23160 - Electrician Maintenance                              | 29.14 |
| 23181 - Electronics Technician                               | 27.24 |
| Maintenance I  |       |
| 23182 - Electronics Technician                               | 28.42 |
| Maintenance II   |       |
| 23183 - Electronics Technician                               | 29.57 |
| Maintenance III  |       |
| 23260 - Fabric Worker  | 25.16 |
| 23290 - Fire Alarm System Mechanic                           | 27.28 |
| 23310 - Fire Extinguisher Repairer                           | 24.05 |
| 23311 - Fuel Distribution System                             | 31.39 |
| Mechanic   |       |
| 23312 - Fuel Distribution System                             | 27.97 |
| Operator   |       |
| 23370 - General Maintenance Worker                           | 23.70 |
| 23380 - Ground Support Equipment                             | 32.18 |
| Mechanic   |       |
| 23381 - Ground Support Equipment                             | 28.48 |
| Servicer   | 20110 |
| 23382 - Ground Support Equipment                             | 29.64 |
| Worker   | 23.01 |
| 23391 - Gunsmith I   | 24.05 |
| 23392 - Gunsmith II  | 26.18 |
| 23393 - Gunsmith III   | 28.43 |
| 23393 - Gunsmith III<br>23410 - Heating Ventilation And Air- | 28.15 |
| Conditioning   | 20.10 |
| Mechanic   |       |
|  | 20 12 |
| 23411 - Heating Ventilation And Air                          | 29.13 |
| Contidioning   |       |
| Mechanic (Research Facility)                                 |       |
| 23430 - Heavy Equipment Mechanic                             | 27.56 |
| 23440 - Heavy Equipment Operator                             | 35.01 |

| 23460 -                                  | Instrument Mechanic  | 28.43                   |
|--|--|-------------------------|
| 23465 -                                  | Laboratory/Shelter Mechanic  | 27.33                   |
|  | Laborer  | 16.78                   |
| 23510 -                                  | Locksmith  | 27.33                   |
| 23530 -                                  | Machinery Maintenance  | 28.50                   |
| Mechanic                                 | -  |                         |
| 23550 -                                  | Machinist Maintenance  | 22.84                   |
| 23580 -                                  | Maintenance Trades Helper  | 21.32                   |
| 23591 -                                  | Metrology Technician I   | 28.43                   |
| 23592 -                                  | Metrology Technician II  | 29.42                   |
| 23593 -                                  | Metrology Technician III   | 30.61                   |
| 23640 -                                  | Millwright   | 28.43                   |
| 23710 -                                  | Office Appliance Repairer  | 26.71                   |
| 23760 -                                  | Painter Maintenance  | 21.76                   |
| 23790 -                                  | Pipefitter Maintenance   | 32.52                   |
| 23810 -                                  | Plumber Maintenance  | 31.26                   |
| 23820 -                                  | Pneudraulic Systems Mechanic   | 28.43                   |
| 23850 -                                  |  | 28.43                   |
| 23870 -                                  | Scale Mechanic   | 26.18                   |
| 23890 -                                  | Sheet-Metal Worker   | 26.86                   |
| Maintenan                                | ce   |                         |
| 23910 -                                  | Small Engine Mechanic  | 25.39                   |
| 23931 -                                  | Telecommunications Mechanic  | 27.86                   |
| I  |  |                         |
| 23932 -                                  | Telecommunications Mechanic  | 28.84                   |
| II                                       |  |                         |
|  | Telephone Lineman  | 30.66                   |
|  | Welder Combination   | 23.29                   |
| Maintenan                                |  |                         |
|  | Well Driller   | 28.43                   |
|  | Woodcraft Worker   | 28.43                   |
|  | Woodworker   | 24.05                   |
|  | ersonal Needs Occupations  |                         |
|  | Case Manager   | 19.38                   |
|  | Child Care Attendant   | 13.75                   |
|  | Child Care Center Clerk  | 17.44                   |
|  | Chore Aide   | 14.09                   |
|  | Family Readiness And Support   | 19.38                   |
| Services                                 |  |                         |
| Coordina                                 |  |                         |
|  | Homemaker  | 22.09                   |
| Occupation                               | lant And System Operations   |                         |
| UCCUDATIO                                | 115  |                         |
| -  | Poilor Tondor  | 20 12                   |
| 25010 -                                  | Boiler Tender  | 28.43                   |
| 25010 -<br>25040 -                       | Sewage Plant Operator  | 30.06                   |
| 25010 -<br>25040 -<br>25070 -            | Sewage Plant Operator<br>Stationary Engineer                                 | 30.06<br>28.43          |
| 25010 -<br>25040 -<br>25070 -<br>25190 - | Sewage Plant Operator<br>Stationary Engineer<br>Ventilation Equipment Tender | 30.06<br>28.43<br>25.22 |
| 25010 -<br>25040 -<br>25070 -<br>25190 - | Sewage Plant Operator<br>Stationary Engineer                                 | 30.06<br>28.43          |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 28.17 |
| 27007 - Baggage Inspector              |      |    | 15.17 |
| 27008 - Corrections Officer            |      |    | 33.32 |
| 27010 - Court Security Officer         |      |    | 33.32 |
| 27030 - Detection Dog Handler          |      |    | 19.88 |
| 27040 - Detention Officer              |      |    | 33.32 |
| 27070 - Firefighter                    |      |    | 33.32 |
| 27101 - Guard I                        |      |    | 15.17 |
| 27102 - Guard II                       |      |    | 19.88 |
| 27131 - Police Officer I               |      |    | 31.74 |
| 27132 - Police Officer II              |      |    | 35.28 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 16.82 |
| 28042 - Carnival Equipment Repairer    |      |    | 17.66 |
| 28043 - Carnival Worker                |      |    | 13.71 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 21.97 |
| 28310 - Lifeguard                      |      |    | 15.51 |
| 28350 - Park Attendant (Aide)          |      |    | 24.57 |
| 28510 - Recreation Aide/Health         |      |    | 17.94 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 30.46 |
| 28630 - Sports Official                |      |    | 19.58 |
| 28690 - Swimming Pool Operator         |      |    | 21.43 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 26.35 |
| 29020 - Hatch Tender                   |      |    | 26.35 |
| 29030 - Line Handler                   |      |    | 26.35 |
| 29041 - Stevedore I                    |      |    | 25.32 |
| 29042 - Stevedore II                   |      |    | 28.29 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 46.55 |
| Specialist Center (HFO)                |      |    |       |
| 30011 - Air Traffic Control            | (see | 2) | 32.10 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 35.35 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 21.61 |
| 30022 - Archeological Technician II    |      |    | 24.18 |
| 30023 - Archeological Technician III   |      |    | 29.96 |
| 30030 - Cartographic Technician        |      |    | 29.96 |
| 30040 - Civil Engineering Technician   |      |    | 30.09 |
| 30051 - Cryogenic Technician I         |      |    | 33.18 |
| 30052 - Cryogenic Technician II        |      |    | 36.64 |
| 30061 - Drafter/CAD Operator I         |      |    | 21.61 |
| 30062 - Drafter/CAD Operator II        |      |    | 24.18 |
| 30063 - Drafter/CAD Operator III       |      |    | 26.96 |
| 30064 - Drafter/CAD Operator IV        |      |    | 33.18 |
|  |      |    |       |

| 20001 Engineening Machaisian T  |     |            | 17.25 |
|---|-----|------------|-------|
| 30081 - Engineering Technician I  |     |            | 19.37 |
| 30082 - Engineering Technician II   |     |            | 21.96 |
| 30083 - Engineering Technician III  |     |            | 21.96 |
| 30084 - Engineering Technician IV<br>30085 - Engineering Technician V       |     |            | 20.03 |
|   |     |            |       |
| 30086 - Engineering Technician VI<br>30090 - Environmental Technician       |     |            | 39.71 |
|   |     |            | 29.96 |
| 30095 - Evidence Control Specialist   |     |            | 29.96 |
| 30210 - Laboratory Technician   |     |            | 28.19 |
| 30221 - Latent Fingerprint<br>Technician I                                  |     |            | 33.18 |
| 30222 - Latent Fingerprint  |     |            | 36.64 |
| Technician II   |     |            | 50.04 |
| 30240 - Mathematical Technician   |     |            | 29.96 |
| 30361 - Paralegal/Legal Assistant I   |     |            | 29.90 |
| 30362 - Paralegal/Legal Assistant II  |     |            | 28.04 |
| 30362 - Paralegal/Legal Assistant II<br>30363 - Paralegal/Legal Assistant   |     |            | 28.04 |
| III   |     |            | 54.50 |
|   |     |            | 41.51 |
| 30364 - Paralegal/Legal Assistant IV<br>30375 - Petroleum Supply Specialist |     |            | 36.64 |
| 30390 - Photo-Optics Technician   |     |            | 29.96 |
| 30395 - Radiation Control Technician  |     |            | 29.96 |
| 30461 - Technical Writer I  |     |            | 29.96 |
| 30461 - Technical Writer I<br>30462 - Technical Writer II                   |     |            | 29.96 |
| 30462 - Technical Writer II   |     |            | 44.33 |
|   |     |            | 29.58 |
| 30491 - Unexploded Ordnance (UXO)<br>Technician I                           |     |            | 29.50 |
| 30492 - Unexploded Ordnance (UXO)   |     |            | 35.79 |
| Technician II   |     |            | 55.19 |
| 30493 - Unexploded Ordnance (UXO)   |     |            | 42.90 |
| Technician III  |     |            | 42.90 |
| 30494 - Unexploded (UXO) Safety   |     |            | 29.58 |
| Escort  |     |            | 29.30 |
| 30495 - Unexploded (UXO) Sweep  |     |            | 29.58 |
| Personnel   |     |            | 29.30 |
| 30501 - Weather Forecaster I  |     |            | 33.18 |
| 30502 - Weather Forecaster II   |     |            | 40.36 |
|   | see | 2)         | 26.96 |
| Upper Air Or  | 366 | 2)         | 20.90 |
| Surface Programs  |     |            |       |
| _   | see | 2)         | 29.96 |
| 31000 - Transportation/Mobile   | 266 | <u>د</u> ) | 27.90 |
| Equipment Operation Occupations   |     |            |       |
| 31010 - Airplane Pilot  |     |            | 35.79 |
| 31020 - Bus Aide  |     |            | 17.90 |
| 31030 - Bus Driver  |     |            | 23.64 |
| 31043 - Driver Courier  |     |            | 23.64 |
| 31260 - Parking and Lot Attendant   |     |            | 15.17 |
| 31290 - Shuttle Bus Driver  |     |            | 18.99 |
| JIZJU - SHULLTE DUS DIIVEI  |     |            | 10.33 |

| 31310 - Taxi Driver                 | 18.95 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 18.26 |
| 31362 - Truckdriver Medium          | 19.84 |
| 31363 - Truckdriver Heavy           | 24.60 |
| 31364 - Truckdriver Tractor-Trailer | 24.60 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 17.45 |
| 99030 - Cashier                     | 12.22 |
| 99050 - Desk Clerk                  | 13.73 |
| 99095 - Embalmer                    | 32.85 |
| 99130 - Flight Follower             | 29.58 |
| 99251 - Laboratory Animal Caretaker | 15.19 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 15.93 |
| II                                  |       |
| 99260 - Marketing Analyst           | 32.40 |
| 99310 - Mortician                   | 32.85 |
| 99410 - Pest Controller             | 24.12 |
| 99510 - Photofinishing Worker       | 15.55 |
| 99710 - Recycling Laborer           | 23.43 |
| 99711 - Recycling Specialist        | 26.46 |
| 99730 - Refuse Collector            | 21.85 |
| 99810 - Sales Clerk                 | 14.86 |
| 99820 - School Crossing Guard       | 17.49 |
| 99830 - Survey Party Chief          | 26.30 |
| 99831 - Surveying Aide              | 16.46 |
| 99832 - Surveying Technician        | 19.91 |
| 99840 - Vending Machine Attendant   | 21.97 |
| 99841 - Vending Machine Repairer    | 25.10 |
| 99842 - Vending Machine Repairer    | 21.97 |
| 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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4117

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 2015-4117 Wage Determination No.: 2015-4117 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 CONNECTICUT cities and towns in FAIRFIELD COUNTY: Bethel Brookfield Danbury New Fairfield Newtown Sherman

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

| <b>OCCUPATION CODE - TITLE</b>     | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 19.42 |
| 01012 - Accounting Clerk II        |          | 21.81 |
| 01013 - Accounting Clerk III       |          | 24.39 |
| 01020 - Administrative Assistant   |          | 33.88 |
| 01035 - Court Reporter             |          | 21.64 |
| 01041 - Customer Service           |          | 16.46 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 18.51 |
| Representative II                  |          |       |

| 01043 - Customer Service  |             | 20.20          |
|---|-------------|----------------|
| Representative III  |             |                |
| 01051 - Data Entry Operator I                                   |             | 17.14          |
| 01052 - Data Entry Operator II                                  |             | 18.70          |
| 01060 - Dispatcher Motor Vehicle                                |             | 25.79          |
| 01070 - Document Preparation Clerk                              |             | 20.71          |
| 01090 - Duplicating Machine Operator                            |             | 20.71          |
| 01111 - General Clerk I   |             | 15.55          |
| 01112 - General Clerk II  |             | 17.49          |
| 01113 - General Clerk III                                       |             | 19.06          |
| 01120 - Housing Referral Assistant                              |             | 26.92          |
| 01141 - Messenger Courier                                       |             | 12.97          |
| 01191 - Order Clerk I   |             | 21.20          |
| 01192 - Order Clerk II  |             | 23.38          |
| 01261 - Personnel Assistant                                     |             | 21.05          |
| (Employment) I  |             | 22 E.C         |
| 01262 - Personnel Assistant                                     |             | 23.56          |
| (Employment) II   |             |                |
| 01263 - Personnel Assistant                                     |             | 26.26          |
| (Employment) III  |             |                |
| 01270 - Production Control Clerk                                |             | 26.82          |
| 01290 - Rental Clerk  |             | 18.04          |
| 01300 - Scheduler Maintenance                                   |             | 21.57          |
| 01311 - Secretary I   |             | 21.57          |
| 01312 - Secretary II  |             | 24.82          |
| 01313 - Secretary III<br>01200 - Secretary Dispetcher           |             | 26.92          |
| 01320 - Service Order Dispatcher                                |             | 21.16          |
| 01410 - Supply Technician                                       |             | 33.88          |
| 01420 - Survey Worker   |             | 21.64          |
| 01460 - Switchboard   |             | 17.68          |
| Operator/Receptionist<br>01531 - Travel Clerk I                 |             | 12.82          |
|   |             |                |
| 01532 - Travel Clerk II<br>01533 - Travel Clerk III             |             | 13.94<br>14.66 |
| 01533 - Travel Clerk III<br>01611 - Word Processor I            |             | 14.66          |
| 01611 - Word Processor I<br>01612 - Word Processor II           |             | 19.79          |
|   |             | 22.13          |
| 01613 - Word Processor III                                      |             | 22.13          |
| 05000 - Automotive Service Occupations                          |             | 26.20          |
| 05005 - Automobile Body Repairer<br>Fiberglass                  |             | 26.38          |
| 05010 - Automotive  | Electrician | 29.52          |
| 05010 - Automotive<br>05040 - Automotive Glass Installer        | BIECULICIAN | 29.52          |
| 05040 - Automotive Glass Installer<br>05070 - Automotive Worker |             | 28.55          |
| 05110 - Mobile Equipment Servicer                               |             | 26.80          |
|   |             | 30.34          |
| 05130 - Motor Equipment Metal<br>Mechanic                       |             | 30.34          |
| 05160 - Motor Equipment Metal Worker                            |             | 28.55          |
| 05190 - Motor Vehicle Mechanic                                  |             | 29.68          |
| VOLUL VEHICLE MECHANIC  |             | 27.00          |

| 05220 - Motor Vehicle Mechanic                                   | 25.82          |
|--|----------------|
| Helper   | 07 70          |
| 05250 - Motor Vehicle Upholstery                                 | 27.72          |
| Worker<br>05280 - Motor Vehicle Wrecker                          | 28.55          |
|  |                |
| 05310 - Painter Automotive                                       | 28.79<br>26.95 |
| 05340 - Radiator Repair Specialist                               |                |
| 05370 - Tire Repairer  | 16.42<br>29.68 |
| 05400 - Transmission Repair                                      | 29.00          |
| Specialist<br>07000 - Food Preparation And Service               |                |
| Occupations  |                |
| 07010 - Baker  | 16.75          |
| 07041 - Cook I   | 17.41          |
| 07041 - Cook I<br>07042 - Cook II                                | 17.41          |
| 07042 - COOK II<br>07070 - Dishwasher                            | 10.90          |
| 07070 - Dishwasher<br>07130 - Food Service Worker                | 14.07          |
| 07130 - Food Service Worker<br>07210 - Meat Cutter               | 22.13          |
|  | 11.64          |
| 07260 - Waiter/Waitress<br>09000 - Furniture Maintenance And     | 11.04          |
|  |                |
| Repair Occupations   | 26.88          |
| 09010 - Electrostatic Spray Painter<br>09040 - Furniture Handler | 20.23          |
| 09040 - Furniture Handler<br>09080 - Furniture Refinisher        | 20.23          |
|  |                |
| 09090 - Furniture Refinisher Helper                              | 22.93          |
| 09110 - Furniture Repairer Minor                                 |                |
| 09130 - Upholsterer<br>11000 - General Services And Support      | 27.33          |
|  |                |
| Occupations<br>11030 - Cleaner Vehicles                          | 13.55          |
| 11060 - Elevator Operator  | 16.84          |
| 11090 - Gardener   | 21.58          |
| 11122 - Housekeeping Aide  | 16.84          |
| 11122 Housekeeping Alde  | 16.84          |
| 11210 - Laborer Grounds Maintenance                              | 18.15          |
| 11240 - Maid or Houseman   | 13.68          |
| 11260 - Pruner   | 16.36          |
| 11270 - Tractor Operator   | 20.57          |
| 11330 - Trail Maintenance Worker                                 | 18.15          |
| 11360 - Window Cleaner   | 18.67          |
| 12000 - Health Occupations                                       | 10.07          |
| 12010 - Ambulance Driver   | 25.45          |
| 12010 - Breath Alcohol Technician                                | 25.45          |
| 12012 - Certified Occupational                                   | 34.92          |
| Therapist Assistant  | 51.72          |
| 12015 - Certified Physical Therapist                             | 34.92          |
| Assistant  | 51.72          |
| 12020 - Dental Assistant   | 23.29          |
| 12025 - Dental Hygienist   | 48.18          |
|  |                |

| 12030 - EKG Technician                                      | 38.57 |
|---|-------|
| 12035 - Electroneurodiagnostic                              | 38.57 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                        | 25.45 |
| 12071 - Licensed Practical Nurse I                          | 22.76 |
| 12072 - Licensed Practical Nurse II                         | 25.45 |
| 12073 - Licensed Practical Nurse III                        | 28.37 |
| 12100 - Medical Assistant                                   | 18.33 |
| 12130 - Medical Laboratory                                  | 22.76 |
| Technician  |       |
| 12160 - Medical Record Clerk                                | 24.61 |
| 12190 - Medical Record Technician                           | 30.76 |
| 12195 - Medical Transcriptionist                            | 22.76 |
| 12210 - Nuclear Medicine                                    | 55.94 |
| Technologist  | 55.74 |
| 12221 - Nursing Assistant I                                 | 13.81 |
| 12221 - Nursing Assistant I<br>12222 - Nursing Assistant II | 15.52 |
| -   |       |
| 12223 - Nursing Assistant III                               | 17.16 |
| 12224 - Nursing Assistant IV                                | 19.01 |
| 12235 - Optical Dispenser                                   | 32.16 |
| 12236 - Optical Technician                                  | 22.76 |
| 12250 - Pharmacy Technician                                 | 16.11 |
| 12280 - Phlebotomist  | 20.14 |
| 12305 - Radiologic Technologist                             | 36.32 |
| 12311 - Registered Nurse I                                  | 32.76 |
| 12312 - Registered Nurse II                                 | 38.41 |
| 12313 - Registered Nurse II                                 | 38.41 |
| Specialist  |       |
| 12314 - Registered Nurse III                                | 49.39 |
| 12315 - Registered Nurse III                                | 49.39 |
| Anesthetist   |       |
| 12316 - Registered Nurse IV                                 | 59.20 |
| 12317 - Scheduler (Drug and Alcohol                         | 31.52 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment                           | 27.44 |
| Counselor   |       |
| 13000 - Information And Arts                                |       |
| Occupations   |       |
| 13011 - Exhibits Specialist I                               | 27.56 |
| 13012 - Exhibits Specialist II                              | 34.14 |
| 13013 - Exhibits Specialist III                             | 41.76 |
| 13041 - Illustrator I                                       | 28.07 |
| 13042 - Illustrator II                                      | 35.08 |
| 13042 - Illustrator II<br>13043 - Illustrator III           | 44.73 |
|   |       |
| 13047 - Librarian   | 37.81 |
| 13050 - Library Aide/Clerk                                  | 16.32 |
| 13054 - Library Information                                 | 34.14 |
| Technology Systems  |       |
| Administrator   |       |

| 13058 - Library Technician                                  | 27.56 |
|---|-------|
| 13061 - Media Specialist I                                  | 24.65 |
| 13062 - Media Specialist II                                 | 27.56 |
| 13063 - Media Specialist II<br>13063 - Media Specialist III | 30.72 |
| 13071 - Photographer I                                      | 24.65 |
|   | 27.56 |
| 13072 - Photographer II<br>13072 - Determenter II           | 34.14 |
| 13073 - Photographer III                                    | 44.26 |
| 13074 - Photographer IV                                     |       |
| 13075 - Photographer V                                      | 50.85 |
| 13090 - Technical Order Library                             | 20.50 |
| Clerk   |       |
| 13110 - Video Teleconference                                | 24.65 |
| Technician  |       |
| 14000 - Information Technology                              |       |
| Occupations   |       |
| 14041 - Computer Operator I                                 | 22.89 |
| 14042 - Computer Operator II                                | 25.62 |
| 14043 - Computer Operator III                               | 28.57 |
| 14044 - Computer Operator IV                                | 31.75 |
| 14045 - Computer Operator V                                 | 35.13 |
| 14071 - Computer Programmer I (see 1)                       | 27.56 |
| 14072 - Computer Programmer II (see 1)                      |       |
| 14073 - Computer Programmer III (see 1)                     |       |
| 14074 - Computer Programmer IV (see 1)                      |       |
| 14101 - Computer Systems Analyst I (see 1)                  |       |
| 14102 - Computer Systems Analyst II (see 1)                 |       |
| 14103 - Computer Systems Analyst III (see 1)                |       |
| 14150 - Peripheral Equipment                                | 22.89 |
| Operator  |       |
| 14160 - Personal Computer Support                           | 31.75 |
| Technician  | 01.70 |
| 14170 - System Support Specialist                           | 39.49 |
| 15000 - Instructional Occupations                           | 55.15 |
| 15010 - Aircrew Training Devices                            | 39.54 |
| Instructor (Non-Rated)                                      | 59.54 |
| 15020 - Aircrew Training Devices                            | 43.75 |
| -   | 43.75 |
| Instructor (Rated)  |       |
| 15030 - Air Crew Training Devices                           | 52.46 |
| Instructor (Pilot)  | 00 54 |
| 15050 - Computer Based Training                             | 39.54 |
| Specialist / Instructor                                     |       |
| 15060 - Educational Technologist                            | 44.26 |
| 15070 - Flight Instructor (Pilot)                           | 52.46 |
| 15080 - Graphic Artist                                      | 32.92 |
| 15085 - Maintenance Test Pilot Fixed                        | 51.73 |
| Jet/Prop  |       |
| 15086 - Maintenance Test Pilot                              | 51.73 |
| Rotary Wing   |       |

| 15088 - Non-Maintenance Test/Co-         51.73           Pilot         27.17           15090 - Technical Instructor         27.17           15095 - Technical Instructor/Course         32.81           Developer         21.66           15110 - Test Proctor         21.66           16000 - Laundry Dry-Cleaning Pressing         And Related Occupations           16010 - Assembler         13.23           16030 - Counter Attendant         13.23           16040 - Dry Cleaner         15.11           16070 - Finisher Flatwork Machine         13.23           16100 - Presser Machine Drycleaning         13.23           16100 - Presser Machine Shirts         13.23           16100 - Presser Machine Operator         15.93           16100 - Presser Machine Operator         15.93           16100 - Sewing Machine Operator         15.93           16220 - Tailor         16.79           16250 - Washer Machine         13.86           19000 - Machine-Tool Operator (Tool         26.49           Room)         21000 - Tool And Die Maker         30.79           21000 - Tool And Die Maker         30.79         21000 - Materials Handling And Packing         30.79           21020 - Forklift Operator         24.04         21.030         Material E |
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| 15095 - Technical Instructor/Course32.81Developer15110 - Test Proctor21.6615120 - Tutor21.6616000 - Laundry Dry-Cleaning PressingAnd Related Occupations16010 - Assembler13.2316030 - Counter Attendant13.2316040 - Dry Cleaner15.1116070 - Finisher Flatwork Machine13.2316090 - Presser Hand13.2316110 - Presser Machine Drycleaning13.2316120 - Presser Machine Shirts13.2316160 - Presser Machine Operator15.9316220 - Tailor16.7916220 - Tailor16.7916250 - Washer Machine13.8619000 - Machine Tool Operator (Tool26.49Room)19040 - Tool And Die Maker30.7921020 - Forklift Operator24.0421030 - Material Expediter26.8221040 - Material Handling Laborer16.7821071 - Order Filler15.9821080 - Production Line Worker (Food24.04  |
| 15095 - Technical Instructor/Course32.81Developer15110 - Test Proctor21.6615120 - Tutor21.6616000 - Laundry Dry-Cleaning PressingAnd Related Occupations16010 - Assembler13.2316030 - Counter Attendant13.2316040 - Dry Cleaner15.1116070 - Finisher Flatwork Machine13.2316090 - Presser Hand13.2316110 - Presser Machine Drycleaning13.2316120 - Presser Machine Shirts13.2316160 - Presser Machine Operator15.9316220 - Tailor16.7916220 - Tailor16.7916250 - Washer Machine13.8619000 - Machine Tool Operator (Tool26.49Room)19040 - Tool And Die Maker30.7921020 - Forklift Operator24.0421030 - Material Expediter26.8221040 - Material Handling Laborer16.7821071 - Order Filler15.9821080 - Production Line Worker (Food24.04  |
| Developer           15110 - Test Proctor         21.66           15120 - Tutor         21.66           16000 - Laundry Dry-Cleaning Pressing         And Related Occupations           16010 - Assembler         13.23           16030 - Counter Attendant         13.23           16040 - Dry Cleaner         15.11           16070 - Finisher Flatwork Machine         13.23           16090 - Presser Hand         13.23           16100 - Presser Machine Drycleaning         13.23           16100 - Presser Machine Shirts         13.23           16160 - Presser Machine Wearing         13.23           16160 - Presser Machine Operator         15.93           16190 - Sewing Machine Operator         15.93           16220 - Tailor         16.79           16250 - Washer Machine         13.86           19000 - Machine Tool Operator (Tool         26.49           Repair Occupations         21000           19040 - Tool And Die Maker         30.79           21000 - Materials Handling And Packing         26.42           Occupations         21020 - Forklift Operator         24.04           21030 - Material Coordinator         26.82           21040 - Material Expediter         26.82           21050 - Material Handling Laborer </th              |
| 15110 - Test Proctor       21.66         15120 - Tutor       21.66         16000 - Laundry Dry-Cleaning Pressing       21.66         And Related Occupations       13.23         16010 - Assembler       13.23         16040 - Dry Cleaner       15.11         16070 - Finisher Flatwork Machine       13.23         16090 - Presser Hand       13.23         1610 - Presser Machine Drycleaning       13.23         1610 - Presser Machine Shirts       13.23         16160 - Presser Machine Operator       15.93         16190 - Sewing Machine Operator       15.93         1620 - Tailor       16.79         1620 - Tailor       16.79         1620 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.49         Room)       21000 - Materials Handling And Packing       20.79         21000 - Materials Handling And Packing       26.82         21040 - Material Coordinator       26.82         21040 - Material Handling Laborer       16.78         21050 - Material Handling Laborer       16.78         21050 - Material Handling Laborer       16.78         21050 - Material Handling Laborer       16.78 </th  |
| 15120 - Tutor       21.66         16000 - Laundry Dry-Cleaning Pressing       And Related Occupations         16010 - Assembler       13.23         16030 - Counter Attendant       13.23         16040 - Dry Cleaner       15.11         16070 - Finisher Flatwork Machine       13.23         16090 - Presser Hand       13.23         16110 - Presser Machine Drycleaning       13.23         16100 - Presser Machine Shirts       13.23         16160 - Presser Machine Mearing       13.23         16160 - Presser Machine Operator       15.93         1620 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operator (Tool       26.49         Room)       19040 - Tool And Die Maker       30.79         21000 - Materials Handling And Packing       00.79         21020 - Forklift Operator       24.04         21030 - Material Coordinator       26.82         21040 - Material Expediter       26.82         21040 - Material Handling Laborer       16.78         21040 - Material Handling Laborer       16.78         21050 - Material Handling Laborer       16.78         21050 - Production Line Worker (Food       24.04   |
| 16000 - Laundry Dry-Cleaning Pressing<br>And Related Occupations16010 - Assembler13.2316030 - Counter Attendant13.2316040 - Dry Cleaner15.1116070 - Finisher Flatwork Machine13.2316100 - Presser Hand13.2316110 - Presser Machine Drycleaning13.2316130 - Presser Machine Shirts13.2316160 - Presser Machine Wearing13.2316160 - Presser Machine Operator15.9316190 - Sewing Machine Operator15.9316220 - Tailor16.7916250 - Washer Machine13.8619000 - Machine Tool Operator (Tool26.49Room)20.0920.7921000 - Materials Handling And Packing<br>Occupations24.0421030 - Material Coordinator26.8221040 - Material Expediter26.8221050 - Material Handling Laborer16.7821050 - Material Handling Laborer16.7821050 - Production Line Worker (Food24.04  |
| And Related Occupations16010 - Assembler13.2316030 - Counter Attendant13.2316040 - Dry Cleaner15.1116070 - Finisher Flatwork Machine13.2316090 - Presser Hand13.2316110 - Presser Machine Drycleaning13.2316130 - Presser Machine Shirts13.2316160 - Presser Machine Operator15.9316190 - Sewing Machine Operator15.9316220 - Tailor16.7916250 - Washer Machine13.8619000 - Machine Tool Operator (Tool26.49Room)20.0019040 - Tool And Die Maker30.7921000 - Materials Handling And Packing24.0421030 - Material Coordinator26.8221040 - Material Expediter26.8221050 - Material Handling Laborer16.7821050 - Material Handling Laborer16.7821050 - Material Handling Laborer16.7821080 - Production Line Worker (Food24.04  |
| 16010 - Assembler       13.23         16030 - Counter Attendant       13.23         16040 - Dry Cleaner       15.11         16070 - Finisher Flatwork Machine       13.23         16090 - Presser Hand       13.23         1610 - Presser Machine Drycleaning       13.23         1610 - Presser Machine Shirts       13.23         1610 - Presser Machine Wearing       13.23         1610 - Presser Machine Wearing       13.23         1610 - Presser Machine Operator       15.93         1620 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operator (Tool       26.49         Room)       19040 - Tool And Die Maker       30.79         21000 - Materials Handling And Packing       Occupations         21020 - Forklift Operator       24.04         21030 - Material Coordinator       26.82         21040 - Material Expediter       26.82         21050 - Material Handling Laborer       16.78         21050 - Production Line Worker (Food       24.04  |
| 16040 - Dry Cleaner       15.11         16070 - Finisher Flatwork Machine       13.23         16090 - Presser Hand       13.23         16110 - Presser Machine Drycleaning       13.23         16130 - Presser Machine Shirts       13.23         16160 - Presser Machine Wearing       13.23         16160 - Presser Machine Wearing       13.23         16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.49         Room)       21020 - Tool And Die Maker       30.79         21000 - Materials Handling And Packing       0ccupations         21020 - Forklift Operator       24.04         21030 - Material Coordinator       26.82         21040 - Material Expediter       26.82         21050 - Material Handling Laborer       16.78         21050 - Material Handling Laborer       16.78         21071 - Order Filler       15.98         21080 - Production Line Worker (Food       24.04  |
| 16070 - Finisher Flatwork Machine       13.23         16090 - Presser Hand       13.23         16110 - Presser Machine Drycleaning       13.23         16130 - Presser Machine Shirts       13.23         16160 - Presser Machine Wearing       13.23         16160 - Presser Machine Wearing       13.23         Apparel Laundry       16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.49         Room)       19040 - Tool And Die Maker       30.79         21000 - Materials Handling And Packing       26.82         21020 - Forklift Operator       24.04         21030 - Material Coordinator       26.82         21040 - Material Expediter       26.82         21050 - Material Handling Laborer       16.78         21071 - Order Filler       15.98         21080 - Production Line Worker (Food       24.04  |
| 16070 - Finisher Flatwork Machine       13.23         16090 - Presser Hand       13.23         16110 - Presser Machine Drycleaning       13.23         16130 - Presser Machine Shirts       13.23         16160 - Presser Machine Wearing       13.23         16160 - Presser Machine Wearing       13.23         Apparel Laundry       16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.49         Room)       19040 - Tool And Die Maker       30.79         21000 - Materials Handling And Packing       26.82         21020 - Forklift Operator       24.04         21030 - Material Coordinator       26.82         21040 - Material Expediter       26.82         21050 - Material Handling Laborer       16.78         21071 - Order Filler       15.98         21080 - Production Line Worker (Food       24.04  |
| 16090 - Presser Hand       13.23         16110 - Presser Machine Drycleaning       13.23         16130 - Presser Machine Shirts       13.23         16160 - Presser Machine Wearing       13.23         Apparel Laundry       13.23         16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.49         Room)       21000 - Materials Handling And Packing       30.79         21000 - Forklift Operator       24.04         21030 - Material Coordinator       26.82         21040 - Material Expediter       26.82         21050 - Material Handling Laborer       16.78         21071 - Order Filler       15.98         21080 - Production Line Worker (Food       24.04   |
| 16110 - Presser Machine Drycleaning       13.23         16130 - Presser Machine Shirts       13.23         16160 - Presser Machine Wearing       13.23         Apparel Laundry       13.23         16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.49         Room)       21000 - Materials Handling And Packing       30.79         21000 - Materials Handling And Packing       24.04         21030 - Material Coordinator       26.82         21040 - Material Expediter       26.82         21050 - Material Handling Laborer       16.78         21071 - Order Filler       15.98         21080 - Production Line Worker (Food       24.04   |
| 16130 - Presser Machine Shirts13.2316160 - Presser Machine Wearing13.23Apparel Laundry16190 - Sewing Machine Operator15.9316220 - Tailor16.7916250 - Washer Machine13.8619000 - Machine Tool Operation And<br>Repair Occupations26.49Noom)19040 - Tool And Die Maker30.7921000 - Materials Handling And Packing<br>Occupations24.0421020 - Forklift Operator24.0421030 - Material Coordinator26.8221040 - Material Expediter26.8221050 - Material Handling Laborer16.7821071 - Order Filler15.9821080 - Production Line Worker (Food24.04  |
| 16160 - Presser Machine Wearing13.23Apparel Laundry16190 - Sewing Machine Operator15.9316200 - Tailor16.7916250 - Washer Machine13.8619000 - Machine Tool Operation And<br>Repair Occupations26.49Noom)26.4919040 - Tool And Die Maker30.7921000 - Materials Handling And Packing<br>Occupations24.0421020 - Forklift Operator26.8221040 - Material Coordinator26.8221050 - Material Handling Laborer16.7821050 - Material Handling Laborer16.7821071 - Order Filler15.9821080 - Production Line Worker (Food24.04   |
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| 16190 - Sewing Machine Operator15.9316220 - Tailor16.7916250 - Washer Machine13.8619000 - Machine Tool Operation And<br>Repair Occupations26.4919010 - Machine-Tool Operator (Tool26.49Room)21000 - Materials Handling And Packing<br>Occupations30.7921020 - Forklift Operator24.0421030 - Material Coordinator26.8221040 - Material Expediter26.8221050 - Material Handling Laborer16.7821071 - Order Filler15.9821080 - Production Line Worker (Food24.04   |
| 16220 - Tailor16.7916250 - Washer Machine13.8619000 - Machine Tool Operation AndRepair Occupations19010 - Machine-Tool Operator (Tool26.49Room)21000 - Materials Handling And PackingOccupations21020 - Forklift Operator21020 - Forklift Operator24.0421030 - Material Coordinator26.8221040 - Material Expediter26.8221050 - Material Handling Laborer16.7821050 - Production Line Worker (Food24.04   |
| 16250 - Washer Machine13.8619000 - Machine Tool Operation And<br>Repair Occupations26.4919010 - Machine-Tool Operator (Tool26.49Room)30.7919040 - Tool And Die Maker30.7921000 - Materials Handling And Packing<br>Occupations24.0421020 - Forklift Operator26.8221020 - Material Coordinator26.8221040 - Material Expediter26.8221050 - Material Handling Laborer16.7821071 - Order Filler15.9821080 - Production Line Worker (Food24.04  |
| 19000 - Machine Tool Operation And<br>Repair Occupations<br>19010 - Machine-Tool Operator (Tool26.49Room)26.4919040 - Tool And Die Maker30.7921000 - Materials Handling And Packing<br>Occupations24.0421020 - Forklift Operator24.0421030 - Material Coordinator26.8221040 - Material Expediter26.8221050 - Material Handling Laborer16.7821071 - Order Filler15.9821080 - Production Line Worker (Food24.04  |
| Repair Occupations19010 - Machine-Tool Operator (Tool26.49Room)21000 - Tool And Die Maker30.7921000 - Materials Handling And PackingOccupationsOccupations24.0421020 - Forklift Operator24.0421030 - Material Coordinator26.8221040 - Material Expediter26.8221050 - Material Handling Laborer16.7821071 - Order Filler15.9821080 - Production Line Worker (Food24.04  |
| 19010 - Machine-Tool Operator (Tool26.49Room)30.7919040 - Tool And Die Maker30.7921000 - Materials Handling And Packing20Occupations24.0421020 - Forklift Operator24.0421030 - Material Coordinator26.8221040 - Material Expediter26.8221050 - Material Handling Laborer16.7821071 - Order Filler15.9821080 - Production Line Worker (Food24.04  |
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| 21000 - Materials Handling And Packing<br>Occupations24.0421020 - Forklift Operator24.0421030 - Material Coordinator26.8221040 - Material Expediter26.8221050 - Material Handling Laborer16.7821071 - Order Filler15.9821080 - Production Line Worker (Food24.04   |
| 21000 - Materials Handling And Packing<br>Occupations24.0421020 - Forklift Operator24.0421030 - Material Coordinator26.8221040 - Material Expediter26.8221050 - Material Handling Laborer16.7821071 - Order Filler15.9821080 - Production Line Worker (Food24.04   |
| Occupations21020 - Forklift Operator24.0421030 - Material Coordinator26.8221040 - Material Expediter26.8221050 - Material Handling Laborer16.7821071 - Order Filler15.9821080 - Production Line Worker (Food24.04  |
| 21020 - Forklift Operator       24.04         21030 - Material Coordinator       26.82         21040 - Material Expediter       26.82         21050 - Material Handling Laborer       16.78         21071 - Order Filler       15.98         21080 - Production Line Worker (Food       24.04  |
| 21040 - Material Expediter       26.82         21050 - Material Handling Laborer       16.78         21071 - Order Filler       15.98         21080 - Production Line Worker (Food       24.04   |
| 21050 - Material Handling Laborer       16.78         21071 - Order Filler       15.98         21080 - Production Line Worker (Food       24.04  |
| 21071 - Order Filler         15.98           21080 - Production Line Worker (Food         24.04  |
| 21080 - Production Line Worker (Food 24.04   |
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|  |
| Processing)  |
| <b>21110 - Shipping Packer</b> 17.91   |
| 21130 - Shipping/Receiving Clerk 17.91   |
| <b>21140 - Store Worker I</b> 15.53  |
| <b>21150 - Stock Clerk</b> 20.79   |
| <b>21210 - Tools And Parts Attendant</b> 24.04   |
| 21410 - Warehouse Specialist 24.04   |
| 23000 - Mechanics And Maintenance And  |
| Repair Occupations   |
| <b>23010 - Aerospace Structural Welder</b> 33.30   |
| 23019 - Aircraft Logs and Records 28.48  |
| Technician   |
| 23021 - Aircraft Mechanic I 32.18  |
|  |
| 23022 - Aircraft Mechanic II         33.30           23023 - Aircraft Mechanic III         34.64   |

| 23040 - Aircraft Mechanic Helper     | 26.40 |
|--------------------------------------|-------|
| 23050 - Aircraft Painter             | 30.93 |
| 23060 - Aircraft Servicer            | 28.48 |
| 23070 - Aircraft Survival Flight     | 30.93 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 29.64 |
| 23091 - Aircrew Life Support         | 29.64 |
| Equipment (ALSE) Mechanic            | 20001 |
| I                                    |       |
| 23092 - Aircrew Life Support         | 32.18 |
| Equipment (ALSE) Mechanic            | 52.10 |
|                                      |       |
| 23110 - Appliance Mechanic           | 27.33 |
|                                      |       |
| 23120 - Bicycle Repairer             | 24.05 |
| 23125 - Cable Splicer                | 35.32 |
| 23130 - Carpenter Maintenance        | 29.55 |
| 23140 - Carpet Layer                 | 26.18 |
| 23160 - Electrician Maintenance      | 36.84 |
| 23181 - Electronics Technician       | 27.24 |
| Maintenance I                        |       |
| 23182 - Electronics Technician       | 28.42 |
| Maintenance II                       |       |
| 23183 - Electronics Technician       | 29.57 |
| Maintenance III                      |       |
| 23260 - Fabric Worker                | 25.16 |
| 23290 - Fire Alarm System Mechanic   | 27.28 |
| 23310 - Fire Extinguisher Repairer   | 24.05 |
| 23311 - Fuel Distribution System     | 28.80 |
| Mechanic                             |       |
| 23312 - Fuel Distribution System     | 27.08 |
| Operator                             |       |
| 23370 - General Maintenance Worker   | 24.67 |
| 23380 - Ground Support Equipment     | 32.18 |
| Mechanic                             |       |
| 23381 - Ground Support Equipment     | 28.48 |
| Servicer                             | 20000 |
| 23382 - Ground Support Equipment     | 29.64 |
| Worker                               | 23.01 |
| 23391 - Gunsmith I                   | 24.05 |
| 23392 - Gunsmith II                  | 26.18 |
| 23392 - Gunsmith III                 | 28.43 |
|                                      |       |
| 23410 - Heating Ventilation And Air- | 28.15 |
| Conditioning<br>Mechanic             |       |
|                                      | 00 10 |
| 23411 - Heating Ventilation And Air  | 29.13 |
| Contidioning                         |       |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 27.56 |
| 23440 - Heavy Equipment Operator     | 35.01 |

| 23460 -    | Instrument Mechanic                                   | 28.43          |
|------------|---|----------------|
| 23465 -    | Laboratory/Shelter Mechanic                           | 27.33          |
|            | Laborer   | 16.78          |
|            | Locksmith   | 27.33          |
|            | Machinery Maintenance                                 | 28.50          |
| Mechanic   |   |                |
| 23550 -    | Machinist Maintenance                                 | 22.54          |
|            | Maintenance Trades Helper                             | 19.38          |
|            | Metrology Technician I                                | 28.43          |
|            | Metrology Technician II                               | 29.42          |
|            | Metrology Technician III                              | 30.61          |
|            | Millwright  | 28.43          |
|            | Office Appliance Repairer                             | 26.71          |
|            | Painter Maintenance                                   | 25.03          |
|            | Pipefitter Maintenance                                | 32.52          |
|            | Plumber Maintenance                                   | 31.26          |
|            | Pneudraulic Systems Mechanic                          | 28.43          |
| 23850 -    | =   | 28.43          |
|            | Scale Mechanic  | 26.18          |
|            | Sheet-Metal Worker                                    | 26.86          |
| Maintenan  |   | 20.00          |
|            | Small Engine Mechanic                                 | 25.39          |
|            | Telecommunications Mechanic                           | 28.43          |
| I          |   | 20.15          |
| —          | Telecommunications Mechanic                           | 29.42          |
| II         |   | 27.42          |
|            | Telephone Lineman                                     | 34.49          |
|            | Welder Combination                                    | 23.29          |
| Maintenan  |   | 20.29          |
|            | Well Driller  | 28.43          |
|            | Woodcraft Worker                                      | 28.43          |
|            | Woodworker  | 24.05          |
|            | ersonal Needs Occupations                             | 21.00          |
|            | Case Manager  | 18.50          |
|            | Child Care Attendant                                  | 13.75          |
|            | Child Care Center Clerk                               | 18.20          |
|            | Chore Aide  | 14.09          |
|            | Family Readiness And Support                          | 18.50          |
| Services   |   | 10.00          |
| Coordin    | ator  |                |
|            | Homemaker   | 24.30          |
|            | lant And System Operations                            | 21.00          |
| Occupation |   |                |
| -          | Boiler Tender   | 29.03          |
|            | Sewage Plant Operator                                 | 30.06          |
|            | Stationary Engineer                                   | 29.03          |
|            |   |                |
|            | Ventilation Equipment Tender                          | 26 02          |
|            | Ventilation Equipment Tender<br>Water Treatment Plant | 26.02<br>30.57 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 28.17 |
| 27007 - Baggage Inspector              |      |    | 17.98 |
| 27008 - Corrections Officer            |      |    | 35.31 |
| 27010 - Court Security Officer         |      |    | 35.31 |
| 27030 - Detection Dog Handler          |      |    | 20.36 |
| 27040 - Detention Officer              |      |    | 35.31 |
| 27070 - Firefighter                    |      |    | 35.31 |
| 27101 - Guard I                        |      |    | 17.98 |
| 27102 - Guard II                       |      |    | 20.36 |
| 27131 - Police Officer I               |      |    | 32.37 |
| 27132 - Police Officer II              |      |    | 35.94 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 16.82 |
| 28042 - Carnival Equipment Repairer    |      |    | 17.66 |
| 28043 - Carnival Worker                |      |    | 13.71 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 24.07 |
| 28310 - Lifeguard                      |      |    | 16.85 |
| 28350 - Park Attendant (Aide)          |      |    | 26.94 |
| 28510 - Recreation Aide/Health         |      |    | 20.02 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 33.36 |
| 28630 - Sports Official                |      |    | 21.44 |
| 28690 - Swimming Pool Operator         |      |    | 19.68 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 26.18 |
| 29020 - Hatch Tender                   |      |    | 26.18 |
| 29030 - Line Handler                   |      |    | 26.18 |
| 29041 - Stevedore I                    |      |    | 25.16 |
| 29042 - Stevedore II                   |      |    | 29.85 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 46.55 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 32.10 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 35.35 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 22.32 |
| 30022 - Archeological Technician II    |      |    | 24.66 |
| 30023 - Archeological Technician III   |      |    | 30.00 |
| 30030 - Cartographic Technician        |      |    | 30.53 |
| 30040 - Civil Engineering Technician   |      |    | 29.96 |
| 30051 - Cryogenic Technician I         |      |    | 33.18 |
| 30052 - Cryogenic Technician II        |      |    | 36.64 |
| 30061 - Drafter/CAD Operator I         |      |    | 21.66 |
| 30062 - Drafter/CAD Operator II        |      |    | 24.66 |
| 30063 - Drafter/CAD Operator III       |      |    | 27.38 |
| 30064 - Drafter/CAD Operator IV        |      |    | 33.58 |
| · •                                    |      |    |       |

|   | 10 00          |
|---|----------------|
| 30081 - Engineering Technician I                    | 19.98          |
| 30082 - Engineering Technician II                   | 22.47<br>25.28 |
| 30083 - Engineering Technician III                  |                |
| 30084 - Engineering Technician IV                   | 31.22          |
| 30085 - Engineering Technician V                    | 38.08          |
| 30086 - Engineering Technician VI                   | 46.34          |
| 30090 - Environmental Technician                    | 29.96          |
| 30095 - Evidence Control Specialist                 | 29.96          |
| 30210 - Laboratory Technician                       | 28.19          |
| 30221 - Latent Fingerprint<br>Technician I          | 33.18          |
| 30222 - Latent Fingerprint                          | 36.64          |
| Technician II                                       | 30.04          |
| 30240 - Mathematical Technician                     | 30.00          |
|   |                |
| 30361 - Paralegal/Legal Assistant I                 | 23.36          |
| 30362 - Paralegal/Legal Assistant II                | 28.94          |
| 30363 - Paralegal/Legal Assistant                   | 35.39          |
| III<br>20264 - Demologol/Logol Accident IV          | 42.84          |
| 30364 - Paralegal/Legal Assistant IV                |                |
| 30375 - Petroleum Supply Specialist                 | 36.64          |
| 30390 - Photo-Optics Technician                     | 30.00          |
| 30395 - Radiation Control Technician                | 36.64          |
| 30461 - Technical Writer I                          | 29.96          |
| 30462 - Technical Writer II                         | 36.64          |
| 30463 - Technical Writer III                        | 44.33          |
| 30491 - Unexploded Ordnance (UXO)                   | 29.58          |
| Technician I  |                |
| 30492 - Unexploded Ordnance (UXO)                   | 35.79          |
| Technician II                                       | 10.00          |
| 30493 - Unexploded Ordnance (UXO)<br>Technician III | 42.90          |
|   | 00 E0          |
| 30494 - Unexploded (UXO) Safety                     | 29.58          |
| Escort  | 20 E 0         |
| 30495 - Unexploded (UXO) Sweep                      | 29.58          |
| Personnel   |                |
| 30501 - Weather Forecaster I                        | 33.18          |
| 30502 - Weather Forecaster II                       | 40.36          |
| <b>30620 - Weather Observer Combined</b> (see 2)    | 27.38          |
| Upper Air Or  |                |
| Surface Programs                                    |                |
| <b>30621 - Weather Observer Senior</b> (see 2)      | 30.00          |
| 31000 - Transportation/Mobile                       |                |
| Equipment Operation Occupations                     |                |
| 31010 - Airplane Pilot                              | 35.79          |
| 31020 - Bus Aide                                    | 18.28          |
| 31030 - Bus Driver                                  | 23.64          |
| 31043 - Driver Courier                              | 17.40          |
| 31260 - Parking and Lot Attendant                   | 15.47          |
| 31290 - Shuttle Bus Driver                          | 19.58          |

| 31310 - Taxi Driver                 | 18.95 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 18.26 |
| 31362 - Truckdriver Medium          | 19.73 |
| 31363 - Truckdriver Heavy           | 24.60 |
| 31364 - Truckdriver Tractor-Trailer | 24.60 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 17.45 |
| 99030 - Cashier                     | 12.22 |
| 99050 - Desk Clerk                  | 13.73 |
| 99095 - Embalmer                    | 37.16 |
| 99130 - Flight Follower             | 29.58 |
| 99251 - Laboratory Animal Caretaker | 16.25 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 16.85 |
| II                                  |       |
| 99260 - Marketing Analyst           | 32.40 |
| 99310 - Mortician                   | 37.16 |
| 99410 - Pest Controller             | 24.12 |
| 99510 - Photofinishing Worker       | 15.55 |
| 99710 - Recycling Laborer           | 24.52 |
| 99711 - Recycling Specialist        | 27.79 |
| 99730 - Refuse Collector            | 22.12 |
| 99810 - Sales Clerk                 | 14.86 |
| 99820 - School Crossing Guard       | 17.49 |
| 99830 - Survey Party Chief          | 24.88 |
| 99831 - Surveying Aide              | 17.10 |
| 99832 - Surveying Technician        | 22.59 |
| 99840 - Vending Machine Attendant   | 21.97 |
| 99841 - Vending Machine Repairer    | 25.10 |
| 99842 - Vending Machine Repairer    | 21.97 |
| 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

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

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

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

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

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

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

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4119

| REGISTER OF WAGE DETERMINATIONS UNDEF |    | U.S. DEPARTMENT OF LABOR            |
|---------------------------------------|----|-------------------------------------|
| THE SERVICE CONTRACT ACT              |    | EMPLOYMENT STANDARDS ADMINISTRATION |
| By direction of the Secretary of Labo | r  | WAGE AND HOUR DIVISION              |
|                                       |    | WASHINGTON D.C. 20210               |
|                                       |    |                                     |
|                                       |    |                                     |
|                                       |    |                                     |
|                                       | W  | age Determination No.: 2015-4119    |
| Daniel W. Simms Division of           |    | Revision No.: 18                    |
| Director Wage Determinatio            | ns | Date Of Last Revision: 12/27/2021   |
|                                       | 1  |                                     |

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 CONNECTICUT:

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

LITCHFIELD COUNTY: New Hartford

MIDDLESEX COUNTY: Cromwell East Hampton Portland

NEW LONDON COUNTY: Colchester

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

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

# **OCCUPATION CODE - TITLE**

FOOTNOTE RATE

| 01000 - Administrative Support And                              |       |
|---|-------|
| Clerical Occupations  |       |
| 01011 - Accounting Clerk I                                      | 18.26 |
| 01012 - Accounting Clerk II                                     | 20.52 |
| 01013 - Accounting Clerk III                                    | 22.94 |
| 01020 - Administrative Assistant                                | 33.37 |
| 01035 - Court Reporter  | 22.28 |
| 01041 - Customer Service  | 15.85 |
| Representative I  |       |
| 01042 - Customer Service  | 17.58 |
| Representative II   |       |
| 01043 - Customer Service  | 19.43 |
| Representative III  |       |
| 01051 - Data Entry Operator I                                   | 17.17 |
| 01052 - Data Entry Operator II                                  | 18.73 |
| 01060 - Dispatcher Motor Vehicle                                | 21.44 |
| 01070 - Document Preparation Clerk                              | 23.64 |
| 01090 - Duplicating Machine Operator                            | 23.64 |
| 01111 - General Clerk I   | 16.86 |
| 01112 - General Clerk II  | 18.39 |
| 01113 - General Clerk III<br>01120 - Wenging Defensel Accietant | 20.64 |
| 01120 - Housing Referral Assistant                              | 16.91 |
| 01141 - Messenger Courier<br>01191 - Order Clerk I              | 10.91 |
| 01191 - Order Clerk I<br>01192 - Order Clerk II                 | 21.46 |
| 01192 - Order Clerk II<br>01261 - Personnel Assistant           | 19.68 |
| (Employment) I  | 19.00 |
| 01262 - Personnel Assistant                                     | 22.02 |
| (Employment) II   | 22.02 |
| 01263 - Personnel Assistant                                     | 24.55 |
| (Employment) III  |       |
| 01270 - Production Control Clerk                                | 24.62 |
| 01290 - Rental Clerk  | 16.43 |
| 01300 - Scheduler Maintenance                                   | 19.42 |
| 01311 - Secretary I   | 19.42 |
| 01312 - Secretary II  | 21.73 |
| 01313 - Secretary III   | 24.22 |
| 01320 - Service Order Dispatcher                                | 19.42 |
| 01410 - Supply Technician                                       | 33.37 |
| 01420 - Survey Worker   | 20.37 |
| 01460 - Switchboard   | 17.28 |
| Operator/Receptionist   |       |
| 01531 - Travel Clerk I  | 19.14 |
| 01532 - Travel Clerk II   | 20.85 |
| 01533 - Travel Clerk III  | 21.99 |
| 01611 - Word Processor I  | 15.88 |
| 01612 - Word Processor II                                       | 17.84 |
| 01613 - Word Processor III                                      | 19.95 |
| 05000 - Automotive Service Occupations                          |       |

| 05005 - Automobile Body Repairer     |             | 26.80 |
|--------------------------------------|-------------|-------|
| Fiberglass                           |             |       |
| 05010 - Automotive                   | Electrician |       |
| 05040 - Automotive Glass Installer   |             | 21.93 |
| 05070 - Automotive Worker            |             | 21.93 |
| 05110 - Mobile Equipment Servicer    |             | 20.27 |
| 05130 - Motor Equipment Metal        |             | 23.65 |
| Mechanic                             |             |       |
| 05160 - Motor Equipment Metal Worker |             | 21.93 |
| 05190 - Motor Vehicle Mechanic       |             | 23.65 |
| 05220 - Motor Vehicle Mechanic       |             | 19.38 |
| Helper                               |             |       |
| 05250 - Motor Vehicle Upholstery     |             | 21.15 |
| Worker                               |             |       |
| 05280 - Motor Vehicle Wrecker        |             | 21.93 |
| 05310 - Painter Automotive           |             | 22.82 |
| 05340 - Radiator Repair Specialist   |             | 21.93 |
| 05370 - Tire Repairer                |             | 15.68 |
| 05400 - Transmission Repair          |             | 23.65 |
| Specialist                           |             |       |
| 07000 - Food Preparation And Service |             |       |
| Occupations                          |             |       |
| 07010 - Baker                        |             | 14.94 |
| 07041 - Cook I                       |             | 19.53 |
| 07042 - Cook II                      |             | 21.13 |
| 07070 - Dishwasher                   |             | 12.21 |
| 07130 - Food Service Worker          |             | 13.37 |
| 07210 - Meat Cutter                  |             | 21.04 |
| 07260 - Waiter/Waitress              |             | 12.42 |
| 09000 - Furniture Maintenance And    |             |       |
| Repair Occupations                   |             |       |
| 09010 - Electrostatic Spray Painter  |             | 18.43 |
| 09040 - Furniture Handler            |             | 16.51 |
| 09080 - Furniture Refinisher         |             | 21.94 |
| 09090 - Furniture Refinisher Helper  |             | 18.50 |
| 09110 - Furniture Repairer Minor     |             | 20.20 |
| 09130 - Upholsterer                  |             | 19.81 |
| 11000 - General Services And Support |             |       |
| Occupations                          |             | 10 10 |
| 11030 - Cleaner Vehicles             |             | 13.18 |
| 11060 - Elevator Operator            |             | 17.77 |
| 11090 - Gardener                     |             | 19.56 |
| 11122 - Housekeeping Aide            |             | 17.77 |
| 11150 - Janitor                      |             | 17.77 |
| 11210 - Laborer Grounds Maintenance  |             | 16.63 |
| 11240 - Maid or Houseman             |             | 13.33 |
| 11260 - Pruner                       |             | 15.19 |
| 11270 - Tractor Operator             |             | 18.71 |
| 11330 - Trail Maintenance Worker     |             | 16.63 |

| 11360 - Window Cleaner  | 19.46          |
|---|----------------|
| 12000 - Health Occupations                                    |                |
| 12010 - Ambulance Driver                                      | 24.58          |
| 12011 - Breath Alcohol Technician                             | 25.10          |
| 12012 - Certified Occupational                                | 32.48          |
| Therapist Assistant   |                |
| 12015 - Certified Physical Therapist                          | 35.77          |
| Assistant   |                |
| 12020 - Dental Assistant                                      | 21.28          |
| 12025 - Dental Hygienist                                      | 45.08          |
| 12030 - EKG Technician  | 38.49          |
| 12035 - Electroneurodiagnostic                                | 38.49          |
| Technologist  |                |
| 12040 - Emergency Medical Technician                          | 24.58          |
| 12071 - Licensed Practical Nurse I                            | 22.45          |
| 12072 - Licensed Practical Nurse II                           | 25.10          |
| 12073 - Licensed Practical Nurse III                          | 27.98          |
| 12100 - Medical Assistant                                     | 19.16          |
| 12130 - Medical Laboratory                                    | 33.16          |
| Technician  |                |
| 12160 - Medical Record Clerk                                  | 22.80          |
| 12190 - Medical Record Technician                             | 28.06          |
| 12195 - Medical Transcriptionist                              | 22.46          |
| 12210 - Nuclear Medicine                                      | 44.37          |
| Technologist  | 10 15          |
| 12221 - Nursing Assistant I                                   | 13.15<br>14.78 |
| 12222 - Nursing Assistant II<br>12223 - Nursing Assistant III | 16.13          |
| 12223 - Nursing Assistant III<br>12224 - Nursing Assistant IV | 18.12          |
| 12235 - Optical Dispenser                                     | 27.50          |
| 12236 - Optical Technician                                    | 21.56          |
| 12250 - Pharmacy Technician                                   | 16.57          |
| 12280 - Phlebotomist  | 18.90          |
| 12305 - Radiologic Technologist                               | 31.46          |
| 12311 - Registered Nurse I                                    | 27.82          |
| 12312 - Registered Nurse II                                   | 34.04          |
| 12313 - Registered Nurse II                                   | 34.04          |
| Specialist  | 01.01          |
| 12314 - Registered Nurse III                                  | 41.18          |
| 12315 - Registered Nurse III                                  | 41.18          |
| Anesthetist   |                |
| 12316 - Registered Nurse IV                                   | 49.36          |
| 12317 - Scheduler (Drug and Alcohol                           | 31.10          |
| Testing)  |                |
| 12320 - Substance Abuse Treatment                             | 24.29          |
| Counselor   |                |
| 13000 - Information And Arts                                  |                |
| Occupations   |                |
| 13011 - Exhibits Specialist I                                 | 24.90          |

| 13012 - Exhibits Specialist II                                    |      |     | 30.83 |
|---|------|-----|-------|
| 13013 - Exhibits Specialist III                                   |      |     | 37.73 |
| 13041 - Illustrator I   |      |     | 25.79 |
| 13042 - Illustrator II  |      |     | 31.95 |
| 13043 - Illustrator III   |      |     | 39.08 |
| 13047 - Librarian   |      |     | 35.38 |
| 13050 - Library Aide/Clerk  |      |     | 17.32 |
| 13054 - Library Information                                       |      |     | 31.95 |
| Technology Systems  |      |     |       |
| Administrator   |      |     |       |
| 13058 - Library Technician  |      |     | 26.36 |
| 13061 - Media Specialist I  |      |     | 23.06 |
| 13062 - Media Specialist II                                       |      |     | 25.79 |
| 13063 - Media Specialist III                                      |      |     | 28.74 |
| 13071 - Photographer I  |      |     | 21.09 |
| 13072 - Photographer II   |      |     | 24.21 |
| 13073 - Photographer III  |      |     | 29.29 |
| 13074 - Photographer IV   |      |     | 35.73 |
| 13075 - Photographer V  |      |     | 43.35 |
| 13090 - Technical Order Library                                   |      |     | 21.75 |
| Clerk   |      |     | 21.15 |
| 13110 - Video Teleconference                                      |      |     | 26.38 |
| Technician  |      |     | 20.30 |
| 14000 - Information Technology                                    |      |     |       |
|   |      |     |       |
| Occupations<br>14041 - Computer Operator I                        |      |     | 20.14 |
| 14041 - Computer Operator I<br>14042 - Computer Operator II       |      |     | 20.14 |
| 14042 - Computer Operator III<br>14043 - Computer Operator III    |      |     | 25.44 |
| 14044 - Computer Operator IV                                      |      |     | 27.92 |
| 14044 - Computer Operator IV<br>14045 - Computer Operator V       |      |     | 30.92 |
| 14045 - Computer Operator V<br>14071 - Computer Programmer I      | (see | 1 \ | 26.02 |
| 14071 - Computer Programmer I<br>14072 - Computer Programmer II   | (see | •   | 20.02 |
| 14072 - Computer Programmer II<br>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 | ⊥)  | 20 14 |
| 14150 - Peripheral Equipment                                      |      |     | 20.14 |
| Operator  |      |     | 27.92 |
| 14160 - Personal Computer Support<br>Technician                   |      |     | 21.92 |
|   |      |     | 20 22 |
| 14170 - System Support Specialist                                 |      |     | 39.33 |
| 15000 - Instructional Occupations                                 |      |     | 22 10 |
| 15010 - Aircrew Training Devices                                  |      |     | 33.19 |
| Instructor (Non-Rated)  |      |     | 10 10 |
| 15020 - Aircrew Training Devices                                  |      |     | 40.16 |
| Instructor (Rated)  |      |     | 10 10 |
| 15030 - Air Crew Training Devices                                 |      |     | 48.13 |
| Instructor (Pilot)  |      |     |       |

| 15050 - Computer Based Training        | 33.19 |
|--|-------|
| Specialist / Instructor                |       |
| 15060 - Educational Technologist       | 46.48 |
| 15070 - Flight Instructor (Pilot)      | 48.13 |
| 15080 - Graphic Artist                 | 26.44 |
| 15085 - Maintenance Test Pilot Fixed   | 45.21 |
| Jet/Prop                               |       |
| 15086 - Maintenance Test Pilot         | 45.21 |
| Rotary Wing                            |       |
| 15088 - Non-Maintenance Test/Co-       | 45.21 |
| Pilot                                  |       |
| 15090 - Technical Instructor           | 29.21 |
| 15095 - Technical Instructor/Course    | 35.73 |
| Developer                              |       |
| 15110 - Test Proctor                   | 23.58 |
| 15120 - Tutor                          | 23.58 |
| 16000 - Laundry Dry-Cleaning Pressing  |       |
| And Related Occupations                |       |
| 16010 - Assembler                      | 13.23 |
| 16030 - Counter Attendant              | 13.23 |
| 16040 - Dry Cleaner                    | 15.11 |
| 16070 - Finisher Flatwork Machine      | 13.23 |
| 16090 - Presser Hand                   | 13.23 |
| 16110 - Presser Machine Drycleaning    | 13.23 |
| 16130 - Presser Machine Shirts         | 13.23 |
| 16160 - Presser Machine Wearing        | 13.23 |
| Apparel Laundry                        |       |
| 16190 - Sewing Machine Operator        | 15.93 |
| 16220 - Tailor                         | 16.79 |
| 16250 - Washer Machine                 | 13.86 |
| 19000 - Machine Tool Operation And     |       |
| Repair Occupations                     |       |
| 19010 - Machine-Tool Operator (Tool    | 26.88 |
| Room)                                  |       |
| 19040 - Tool And Die Maker             | 30.89 |
| 21000 - Materials Handling And Packing |       |
| Occupations                            |       |
| 21020 - Forklift Operator              | 20.16 |
| 21030 - Material Coordinator           | 24.49 |
| 21040 - Material Expediter             | 24.49 |
| 21050 - Material Handling Laborer      | 14.57 |
| 21071 - Order Filler                   | 15.64 |
| 21080 - Production Line Worker (Food   | 20.16 |
| Processing)                            |       |
| 21110 - Shipping Packer                | 17.89 |
| 21130 - Shipping/Receiving Clerk       | 17.89 |
| 21140 - Store Worker I                 | 15.77 |
| 21150 - Stock Clerk                    | 20.46 |
| 21210 - Tools And Parts Attendant      | 20.16 |
|  |       |

| 21410 - Warehouse Specialist          | 20.16  |
|---------------------------------------|--------|
| 23000 - Mechanics And Maintenance And |        |
| Repair Occupations                    |        |
| 23010 - Aerospace Structural Welder   | 34.03  |
| 23019 - Aircraft Logs and Records     | 29.41  |
| Technician                            |        |
| 23021 - Aircraft Mechanic I           | 32.90  |
| 23022 - Aircraft Mechanic II          | 34.03  |
| 23023 - Aircraft Mechanic III         | 35.26  |
| 23040 - Aircraft Mechanic Helper      | 26.95  |
| 23050 - Aircraft Painter              | 31.74  |
| 23060 - Aircraft Servicer             | 29.41  |
| 23070 - Aircraft Survival Flight      | 31.74  |
| Equipment Technician                  |        |
| 23080 - Aircraft Worker               | 30.50  |
| 23091 - Aircrew Life Support          | 30.50  |
| Equipment (ALSE) Mechanic             |        |
| I                                     |        |
| 23092 - Aircrew Life Support          | 32.90  |
| Equipment (ALSE) Mechanic             |        |
| II                                    |        |
| 23110 - Appliance Mechanic            | 24.18  |
| 23120 - Bicycle Repairer              | 20.88  |
| 23125 - Cable Splicer                 | 41.55  |
| 23130 - Carpenter Maintenance         | 26.96  |
| 23140 - Carpet Layer                  | 28.27  |
| 23160 - Electrician Maintenance       | 29.37  |
| 23181 - Electronics Technician        | 28.90  |
| Maintenance I                         |        |
| 23182 - Electronics Technician        | 30.15  |
| Maintenance II                        |        |
| 23183 - Electronics Technician        | 31.41  |
| Maintenance III                       |        |
| 23260 - Fabric Worker                 | 27.26  |
| 23290 - Fire Alarm System Mechanic    | 27.75  |
| 23310 - Fire Extinguisher Repairer    | 26.13  |
| 23311 - Fuel Distribution System      | 41.67  |
| Mechanic                              |        |
| 23312 - Fuel Distribution System      | 35.23  |
| Operator                              |        |
| 23370 - General Maintenance Worker    | 22.18  |
| 23380 - Ground Support Equipment      | 32.90  |
| Mechanic                              | 0.0.11 |
| 23381 - Ground Support Equipment      | 29.41  |
| Servicer                              | 20 50  |
| 23382 - Ground Support Equipment      | 30.50  |
| Worker                                | 06 10  |
| 23391 - Gunsmith I                    | 26.13  |
| 23392 - Gunsmith II                   | 28.27  |

| 23393 - Gunsmith III  | 30.49   |
|---|---------|
| 23410 - Heating Ventilation And Air-                            | 29.99   |
| Conditioning  | 29.99   |
| Mechanic  |         |
| 23411 - Heating Ventilation And Air                             | 31.03   |
| -   | 51.05   |
| Contidioning  |         |
| Mechanic (Research Facility)                                    | 31.11   |
| 23430 - Heavy Equipment Mechanic                                | 34.80   |
| 23440 - Heavy Equipment Operator<br>23460 - Instrument Mechanic | 34.80   |
|   | 29.42   |
| 23465 - Laboratory/Shelter Mechanic<br>23470 - Laborer          |         |
| 23470 - Laborer<br>23510 - Locksmith                            | 14.57   |
|   | 28.80   |
| 23530 - Machinery Maintenance                                   | 32.01   |
| Mechanic  | 06 70   |
| 23550 - Machinist Maintenance                                   | 26.78   |
| 23580 - Maintenance Trades Helper                               | 18.72   |
| 23591 - Metrology Technician I                                  | 30.34   |
| 23592 - Metrology Technician II                                 | 31.39   |
| 23593 - Metrology Technician III                                | 32.51   |
| 23640 - Millwright  | 29.93   |
| 23710 - Office Appliance Repairer                               | 24.11   |
| 23760 - Painter Maintenance                                     | 23.14   |
| 23790 - Pipefitter Maintenance                                  | 34.79   |
| 23810 - Plumber Maintenance                                     | 33.57   |
| 23820 - Pneudraulic Systems Mechanic                            | 30.49   |
| 23850 - Rigger  | 30.34   |
| 23870 - Scale Mechanic  | 28.27   |
| 23890 - Sheet-Metal Worker                                      | 31.87   |
| Maintenance   | 00 54   |
| 23910 - Small Engine Mechanic                                   | 23.54   |
| 23931 - Telecommunications Mechanic                             | 30.26   |
|   | 01 01   |
| 23932 - Telecommunications Mechanic                             | 31.31   |
| II  |         |
| 23950 - Telephone Lineman                                       | 30.24   |
| 23960 - Welder Combination                                      | 25.01   |
| Maintenance   | 2.0 4.0 |
| 23965 - Well Driller  | 30.49   |
| 23970 - Woodcraft Worker  | 30.49   |
| 23980 - Woodworker  | 26.13   |
| 24000 - Personal Needs Occupations                              | 01 00   |
| 24550 - Case Manager  | 21.22   |
| 24570 - Child Care Attendant                                    | 14.25   |
| 24580 - Child Care Center Clerk                                 | 19.47   |
| 24610 - Chore Aide  | 13.17   |
| 24620 - Family Readiness And Support                            | 21.22   |
| Services  |         |
| Coordinator   |         |

| 24630 - Homemaker                      |        | 23.11 |
|--|--------|-------|
| 25000 - Plant And System Operations    |        |       |
| Occupations                            |        |       |
| 25010 - Boiler Tender                  |        | 30.52 |
| 25040 - Sewage Plant Operator          |        | 34.03 |
| 25070 - Stationary Engineer            |        | 30.52 |
| 25190 - Ventilation Equipment Tender   |        | 25.01 |
| 25210 - Water Treatment Plant          |        | 34.03 |
| Operator                               |        |       |
| 27000 - Protective Service Occupations |        |       |
| 27004 - Alarm Monitor                  |        | 28.70 |
| 27007 - Baggage Inspector              |        | 15.98 |
| 27008 - Corrections Officer            |        | 33.61 |
| 27010 - Court Security Officer         |        | 33.61 |
| 27030 - Detection Dog Handler          |        | 19.25 |
| 27040 - Detention Officer              |        | 33.61 |
| 27070 - Firefighter                    |        | 33.61 |
| 27101 - Guard I                        |        | 15.98 |
| 27102 - Guard II                       |        | 19.25 |
| 27131 - Police Officer I               |        | 33.79 |
| 27132 - Police Officer II              |        | 37.56 |
| 28000 - Recreation Occupations         |        |       |
| 28041 - Carnival Equipment Operator    |        | 14.90 |
| 28042 - Carnival Equipment Repairer    |        | 15.58 |
| 28043 - Carnival Worker                |        | 12.09 |
| 28210 - Gate Attendant/Gate Tender     |        | 16.95 |
| 28310 - Lifeguard                      |        | 15.10 |
| 28350 - Park Attendant (Aide)          |        | 18.97 |
| 28510 - Recreation Aide/Health         |        | 13.84 |
| Facility Attendant                     |        |       |
| 28515 - Recreation Specialist          |        | 22.48 |
| 28630 - Sports Official                |        | 15.10 |
| 28690 - Swimming Pool Operator         |        | 17.45 |
| 29000 - Stevedoring/Longshoremen       |        |       |
| Occupational Services                  |        |       |
| 29010 - Blocker And Bracer             |        | 32.82 |
| 29020 - Hatch Tender                   |        | 32.82 |
| 29030 - Line Handler                   |        | 32.82 |
| 29041 - Stevedore I                    |        | 31.64 |
| 29042 - Stevedore II                   |        | 34.14 |
| 30000 - Technical Occupations          |        |       |
| 30010 - Air Traffic Control (s         | see 2) | 43.88 |
| Specialist Center (HFO)                |        |       |
|  | see 2) | 30.25 |
| Specialist Station (HFO)               |        |       |
| 30012 - Air Traffic Control            |        | 33.32 |
| Specialist Terminal (HFO) (see 2)      |        |       |
| 30021 - Archeological Technician I     |        | 22.10 |
| 30022 - Archeological Technician II    |        | 24.73 |
| -                                      |        |       |

| 30023 - Archeological Technician III             | 30.63 |
|--|-------|
| 30030 - Cartographic Technician                  | 30.63 |
| 30040 - Civil Engineering Technician             | 33.15 |
| 30051 - Cryogenic Technician I                   | 33.93 |
| 30052 - Cryogenic Technician II                  | 37.47 |
| 30061 - Drafter/CAD Operator I                   | 22.10 |
| 30062 - Drafter/CAD Operator II                  | 24.73 |
| 30063 - Drafter/CAD Operator III                 | 27.56 |
| 30064 - Drafter/CAD Operator IV                  | 33.93 |
| 30081 - Engineering Technician I                 | 16.21 |
| 30082 - Engineering Technician II                | 18.50 |
| 30083 - Engineering Technician III               | 20.82 |
| 30084 - Engineering Technician IV                | 25.79 |
| 30085 - Engineering Technician V                 | 33.14 |
| 30086 - Engineering Technician VI                | 38.16 |
| 30090 - Environmental Technician                 | 23.58 |
| 30095 - Evidence Control Specialist              | 30.63 |
| 30210 - Laboratory Technician                    | 25.49 |
| 30221 - Latent Fingerprint                       | 33.93 |
| Technician I                                     |       |
| 30222 - Latent Fingerprint                       | 37.47 |
| Technician II                                    |       |
| 30240 - Mathematical Technician                  | 33.69 |
| 30361 - Paralegal/Legal Assistant I              | 22.53 |
| 30362 - Paralegal/Legal Assistant II             | 27.91 |
| 30363 - Paralegal/Legal Assistant                | 34.14 |
| III  |       |
| 30364 - Paralegal/Legal Assistant IV             | 41.32 |
| 30375 - Petroleum Supply Specialist              | 37.47 |
| 30390 - Photo-Optics Technician                  | 30.63 |
| 30395 - Radiation Control Technician             | 37.47 |
| 30461 - Technical Writer I                       | 26.57 |
| 30462 - Technical Writer II                      | 32.51 |
| 30463 - Technical Writer III                     | 39.33 |
| 30491 - Unexploded Ordnance (UXO)                | 27.89 |
| Technician I                                     |       |
| 30492 - Unexploded Ordnance (UXO)                | 33.74 |
| Technician II                                    |       |
| 30493 - Unexploded Ordnance (UXO)                | 40.44 |
| Technician III                                   |       |
| 30494 - Unexploded (UXO) Safety                  | 27.89 |
| Escort   |       |
| 30495 - Unexploded (UXO) Sweep                   | 27.89 |
| Personnel  |       |
| 30501 - Weather Forecaster I                     | 33.93 |
| 30502 - Weather Forecaster II                    | 41.26 |
| <b>30620 - Weather Observer Combined</b> (see 2) | 27.56 |
| Upper Air Or                                     |       |
| Surface Programs                                 |       |

| 30621 - Weather Observer Senior     | (see | 2) | 30.63 |
|-------------------------------------|------|----|-------|
| 31000 - Transportation/Mobile       |      |    |       |
| Equipment Operation Occupations     |      |    |       |
| 31010 - Airplane Pilot              |      |    | 33.74 |
| 31020 - Bus Aide                    |      |    | 20.46 |
| 31030 - Bus Driver                  |      |    | 25.10 |
| 31043 - Driver Courier              |      |    | 16.81 |
| 31260 - Parking and Lot Attendant   |      |    | 12.83 |
| 31290 - Shuttle Bus Driver          |      |    | 18.40 |
| 31310 - Taxi Driver                 |      |    | 18.72 |
| 31361 - Truckdriver Light           |      |    | 17.58 |
| 31362 - Truckdriver Medium          |      |    | 20.26 |
| 31363 - Truckdriver Heavy           |      |    | 24.30 |
| 31364 - Truckdriver Tractor-Trailer |      |    | 24.30 |
| 99000 - Miscellaneous Occupations   |      |    |       |
| 99020 - Cabin Safety Specialist     |      |    | 16.45 |
| 99030 - Cashier                     |      |    | 12.17 |
| 99050 - Desk Clerk                  |      |    | 13.96 |
| 99095 - Embalmer                    |      |    | 37.63 |
| 99130 - Flight Follower             |      |    | 27.89 |
| 99251 - Laboratory Animal Caretaker |      |    | 14.72 |
| I                                   |      |    |       |
| 99252 - Laboratory Animal Caretaker |      |    | 15.40 |
| II                                  |      |    |       |
| 99260 - Marketing Analyst           |      |    | 33.74 |
| 99310 - Mortician                   |      |    | 37.63 |
| 99410 - Pest Controller             |      |    | 20.57 |
| 99510 - Photofinishing Worker       |      |    | 19.57 |
| 99710 - Recycling Laborer           |      |    | 28.31 |
| 99711 - Recycling Specialist        |      |    | 31.80 |
| 99730 - Refuse Collector            |      |    | 25.84 |
| 99810 - Sales Clerk                 |      |    | 16.37 |
| 99820 - School Crossing Guard       |      |    | 18.74 |
| 99830 - Survey Party Chief          |      |    | 36.93 |
| 99831 - Surveying Aide              |      |    | 20.39 |
| 99832 - Surveying Technician        |      |    | 33.57 |
| 99840 - Vending Machine Attendant   |      |    | 20.98 |
| 99841 - Vending Machine Repairer    |      |    | 23.74 |
| 99842 - Vending Machine Repairer    |      |    | 20.98 |
| 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

Additionally because job titles vary widely and change quickly in the computer

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

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

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

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

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

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

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

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

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

### Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4121

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER HU.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4121 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 CONNECTICUT:

HARTFORD COUNTY: Berlin Bristol Burlington Hartland New Britain Plainville Southington

LITCHFIELD COUNTY: Barkhamsted Harwinton Plymouth Thomaston

MIDDLESEX COUNTY: East Haddam Haddam Middletown

TOLLAND COUNTY: Mansfield Union

WINDHAM COUNTY: Ashford Chaplin Scotland Windham

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

FOOTNOTE

RATE

OCCUPATION CODE - TITLE 01000 - Administrative Support And Clerical Occupations

199

|   | 10 00     |
|---|-----------|
| 01011 - Accounting Clerk I                                | 18.26     |
| 01012 - Accounting Clerk II                               | 20.52     |
| 01013 - Accounting Clerk III                              | 22.94     |
| 01020 - Administrative Assistant                          | 33.10     |
| 01035 - Court Reporter                                    | 23.80     |
| 01041 - Customer Service                                  | 15.85     |
| Representative I  | 1 8 5 0   |
| 01042 - Customer Service                                  | 17.58     |
| Representative II   | 10 10     |
| 01043 - Customer Service                                  | 19.43     |
| Representative III  | 17 17     |
| 01051 - Data Entry Operator I                             | 17.17     |
| 01052 - Data Entry Operator II                            | 18.73     |
| 01060 - Dispatcher Motor Vehicle                          | 21.44     |
| 01070 - Document Preparation Clerk                        | 23.64     |
| 01090 - Duplicating Machine Operator                      | 23.64     |
| 01111 - General Clerk I                                   | 15.56     |
| 01112 - General Clerk II                                  | 16.98     |
| 01113 - General Clerk III                                 | 19.07     |
| 01120 - Housing Referral Assistant                        | 23.12     |
| 01141 - Messenger Courier                                 | 15.88     |
| 01191 - Order Clerk I                                     | 19.67     |
| 01192 - Order Clerk II                                    | 21.46     |
| 01261 - Personnel Assistant                               | 19.68     |
| (Employment) I  | 00 00     |
| 01262 - Personnel Assistant                               | 22.02     |
| (Employment) II   | 24.55     |
| 01263 - Personnel Assistant                               | 24.00     |
| (Employment) III<br>01270 - Production Control Clerk      | 24.49     |
| 01270 - Production Control Clerk<br>01290 - Rental Clerk  | 15.52     |
| 01290 - Kental Clerk<br>01300 - Scheduler Maintenance     | 18.55     |
| 01311 - Secretary I                                       | 18.55     |
| -   | 20.74     |
| 01312 - Secretary II<br>01313 - Secretary III             | 23.12     |
| 01313 - Secretary III<br>01320 - Service Order Dispatcher | 19.27     |
| 01410 - Supply Technician                                 | 33.10     |
| 01420 - Survey Worker                                     | 20.37     |
| 01420 - Suivey Worker<br>01460 - Switchboard              | 17.28     |
| Operator/Receptionist                                     | 17.20     |
| 01531 - Travel Clerk I                                    | 19.14     |
| 01531 - Travel Clerk I<br>01532 - Travel Clerk II         | 20.85     |
| 01532 - Travel Clerk II                                   | 21.99     |
| 01611 - Word Processor I                                  | 15.88     |
| 01612 - Word Processor II                                 | 17.84     |
| 01613 - Word Processor III                                | 19.95     |
| 05000 - Automotive Service Occupations                    | ± J • J J |
| 05005 - Automobile Body Repairer                          | 26.80     |
| Fiberglass  | 20.00     |
|   |           |

| 05010 - Automotive                   | Electrician | 22.82 |
|--------------------------------------|-------------|-------|
| 05040 - Automotive Glass Installer   |             | 21.93 |
| 05070 - Automotive Worker            |             | 21.93 |
| 05110 - Mobile Equipment Servicer    |             | 20.56 |
| 05130 - Motor Equipment Metal        |             | 23.65 |
| Mechanic                             |             |       |
| 05160 - Motor Equipment Metal Worker |             | 21.93 |
| 05190 - Motor Vehicle Mechanic       |             | 23.65 |
| 05220 - Motor Vehicle Mechanic       |             | 19.81 |
| Helper                               |             |       |
| 05250 - Motor Vehicle Upholstery     |             | 21.27 |
| Worker                               |             |       |
| 05280 - Motor Vehicle Wrecker        |             | 21.93 |
| 05310 - Painter Automotive           |             | 22.82 |
| 05340 - Radiator Repair Specialist   |             | 21.93 |
| 05370 - Tire Repairer                |             | 15.94 |
| 05400 - Transmission Repair          |             | 23.65 |
| Specialist                           |             |       |
| 07000 - Food Preparation And Service |             |       |
| Occupations                          |             |       |
| 07010 - Baker                        |             | 14.77 |
| 07041 - Cook I                       |             | 19.53 |
| 07042 - Cook II                      |             | 21.13 |
| 07070 - Dishwasher                   |             | 12.21 |
| 07130 - Food Service Worker          |             | 13.37 |
| 07210 - Meat Cutter                  |             | 21.04 |
| 07260 - Waiter/Waitress              |             | 12.42 |
| 09000 - Furniture Maintenance And    |             |       |
| Repair Occupations                   |             |       |
| 09010 - Electrostatic Spray Painter  |             | 22.22 |
| 09040 - Furniture Handler            |             | 18.11 |
| 09080 - Furniture Refinisher         |             | 23.86 |
| 09090 - Furniture Refinisher Helper  |             | 19.99 |
| 09110 - Furniture Repairer Minor     |             | 21.98 |
| 09130 - Upholsterer                  |             | 22.22 |
| 11000 - General Services And Support |             |       |
| Occupations                          |             |       |
| 11030 - Cleaner Vehicles             |             | 13.18 |
| 11060 - Elevator Operator            |             | 17.77 |
| 11090 - Gardener                     |             | 19.56 |
| 11122 - Housekeeping Aide            |             | 17.77 |
| 11150 - Janitor                      |             | 17.77 |
| 11210 - Laborer Grounds Maintenance  |             | 16.63 |
| 11240 - Maid or Houseman             |             | 13.33 |
| 11260 - Pruner                       |             | 15.19 |
| 11270 - Tractor Operator             |             | 18.71 |
| 11330 - Trail Maintenance Worker     |             | 16.63 |
| 11360 - Window Cleaner               |             | 19.46 |
| 12000 - Health Occupations           |             |       |

| 12010 - Ambulance Driver             | 24.58 |
|--------------------------------------|-------|
| 12011 - Breath Alcohol Technician    | 25.10 |
| 12012 - Certified Occupational       | 32.48 |
| Therapist Assistant                  |       |
| 12015 - Certified Physical Therapist | 35.77 |
| Assistant                            |       |
| 12020 - Dental Assistant             | 21.28 |
| 12025 - Dental Hygienist             | 46.51 |
| 12030 - EKG Technician               | 38.49 |
| 12035 - Electroneurodiagnostic       | 38.49 |
| Technologist                         |       |
| 12040 - Emergency Medical Technician | 24.58 |
| 12071 - Licensed Practical Nurse I   | 22.45 |
| 12072 - Licensed Practical Nurse II  | 25.10 |
| 12073 - Licensed Practical Nurse III | 27.98 |
| 12100 - Medical Assistant            | 19.16 |
| 12130 - Medical Laboratory           | 33.31 |
| Technician                           |       |
| 12160 - Medical Record Clerk         | 22.80 |
| 12190 - Medical Record Technician    | 28.06 |
| 12195 - Medical Transcriptionist     | 22.46 |
| 12210 - Nuclear Medicine             | 44.37 |
| Technologist                         |       |
| 12221 - Nursing Assistant I          | 13.15 |
| 12222 - Nursing Assistant II         | 14.78 |
| 12223 - Nursing Assistant III        | 16.13 |
| 12224 - Nursing Assistant IV         | 18.12 |
| 12235 - Optical Dispenser            | 27.50 |
| 12236 - Optical Technician           | 21.82 |
| 12250 - Pharmacy Technician          | 16.57 |
| 12280 - Phlebotomist                 | 18.90 |
| 12305 - Radiologic Technologist      | 31.46 |
| 12311 - Registered Nurse I           | 27.91 |
| 12312 - Registered Nurse II          | 34.14 |
| 12313 - Registered Nurse II          | 34.14 |
| Specialist                           | 01111 |
| 12314 - Registered Nurse III         | 41.30 |
| 12315 - Registered Nurse III         | 41.30 |
| Anesthetist                          | 11.00 |
| 12316 - Registered Nurse IV          | 49.50 |
| 12317 - Scheduler (Drug and Alcohol  | 31.10 |
| Testing)                             | 01.10 |
| 12320 - Substance Abuse Treatment    | 24.29 |
| Counselor                            | 1.10  |
| 13000 - Information And Arts         |       |
| Occupations                          |       |
| 13011 - Exhibits Specialist I        | 25.79 |
| 13012 - Exhibits Specialist II       | 31.95 |
| 13013 - Exhibits Specialist III      | 39.08 |
|                                      | 55.00 |

| 13041 - Illustrator I                        | 25.79 |
|--|-------|
| 13042 - Illustrator II                       | 31.95 |
| 13043 - Illustrator III                      | 39.08 |
| 13047 - Librarian                            | 35.38 |
| 13050 - Library Aide/Clerk                   | 17.32 |
| 13054 - Library Information                  | 31.95 |
| Technology Systems                           |       |
| Administrator                                |       |
| 13058 - Library Technician                   | 26.36 |
| 13061 - Media Specialist I                   | 23.06 |
| 13062 - Media Specialist II                  | 25.79 |
| 13063 - Media Specialist III                 | 28.74 |
| 13071 - Photographer I                       | 20.67 |
| 13072 - Photographer II                      | 24.12 |
| 13073 - Photographer III                     | 29.89 |
| 13074 - Photographer IV                      | 36.56 |
| 13075 - Photographer V                       | 44.23 |
| 13090 - Technical Order Library              | 21.75 |
| Clerk  |       |
| 13110 - Video Teleconference                 | 26.38 |
| Technician                                   |       |
| 14000 - Information Technology               |       |
| Occupations                                  |       |
| 14041 - Computer Operator I                  | 20.14 |
| 14042 - Computer Operator II                 | 22.54 |
| 14043 - Computer Operator III                | 25.14 |
| 14044 - Computer Operator IV                 | 27.92 |
| 14045 - Computer Operator V                  | 30.92 |
| 14071 - Computer Programmer I (see 1)        | 26.39 |
| 14072 - Computer Programmer II (see 1)       |       |
| 14073 - Computer Programmer III (see 1)      |       |
| 14074 - Computer Programmer IV (see 1)       |       |
| 14101 - Computer Systems Analyst I (see 1)   |       |
| 14102 - Computer Systems Analyst II (see 1)  |       |
| 14103 - Computer Systems Analyst III (see 1) |       |
| 14150 - Peripheral Equipment                 | 20.14 |
| Operator                                     |       |
| 14160 - Personal Computer Support            | 29.29 |
| Technician                                   |       |
| 14170 - System Support Specialist            | 39.33 |
| 15000 - Instructional Occupations            |       |
| 15010 - Aircrew Training Devices             | 31.17 |
| Instructor (Non-Rated)                       |       |
| 15020 - Aircrew Training Devices             | 37.71 |
| Instructor (Rated)                           |       |
| 15030 - Air Crew Training Devices            | 45.21 |
| Instructor (Pilot)                           |       |
| 15050 - Computer Based Training              | 31.17 |
| Specialist / Instructor                      |       |

| 15060 - Educational Technologist         46.48           15070 - Flight Instructor (Pilot)         45.21           15080 - Graphic Artist         26.44           15085 - Maintenance Test Pilot Fixed         45.21           Jet/Prop         15086 - Maintenance Test Pilot Fixed         45.21           Non-Maintenance Test Pilot         45.21           Rotary Wing         15086 - Mon-Maintenance Test/Co-         45.21           Tiso90 - Technical Instructor         29.21         15095 - Technical Instructor/Course         25.73           Developer         15110 - Test Proctor         23.58         16000 - Laundry Dry-Cleaning Pressing           And Related Occupations         13.23         16030 - Counter Attendant         13.23           16040 - Dry Cleaner         15.11         16070 - Finisher Flatwork Machine         13.23           16100 - Presser Machine Drycleaning         13.23         16160 - Presser Machine Drycleaning         13.23           16100 - Presser Machine Mearing         13.23         16160 - Presser Machine Mearing         13.23           16100 - Sewing Machine Operator         15.93         16220 - Tailor         15.93           16220 - Tailor         15.79         16250 - Washer Machine         13.86           19000 - Machine-Tool Operator (Tool         26.88         8000) <th></th> <th></th>   |                                       |       |
|--|---------------------------------------|-------|
| 15080 - Graphic Artist         26.44           15085 - Maintenance Test Pilot Fixed         45.21           Jet/Prop         15086 - Maintenance Test Pilot         45.21           Rotary Wing         15088 - Non-Maintenance Test/Co-         45.21           Rotary Wing         15088 - Non-Maintenance Test/Co-         29.21           15090 - Technical Instructor         29.21           15095 - Technical Instructor/Course         35.73           Developer         23.58           15100 - Test Proctor         23.58           15100 - Test Proctor         23.58           16000 - Laundry Dry-Cleaning Pressing         And Related Occupations           16010 - Assembler         13.23           16030 - Counter Attendant         13.23           16040 - Dry Cleaner         15.11           16070 - Finisher Flatwork Machine         13.23           16100 - Presser Machine Drycleaning         13.23           16100 - Presser Machine Mearing         13.23           16100 - Presser Machine Operator         15.93           16220 - Tailor         15.93           16220 - Tailor         16.79           16250 - Washer Machine         13.86           19000 - Machine-Tool Operator (Tool         26.88           Room)   | 15060 - Educational Technologist      | 46.48 |
| 15085 - Maintenance Test Pilot Fixed         45.21           Jet/Prop         15086 - Maintenance Test Pilot         45.21           Rotary Wing         15088 - Non-Maintenance Test/Co-         45.21           Pilot         29.21         15090 - Technical Instructor         29.21           15095 - Technical Instructor/Course         35.73         Developer         23.58           15100 - Test Proctor         23.58         15120 - Tutor         23.58           16000 - Laundry Dry-Cleaning Pressing         And Related Occupations         13.23           16010 - Assembler         13.23         16030 - Counter Attendant         13.23           16010 - Dry Cleaner         15.11         16070 - Finisher Flatwork Machine         13.23           16100 - Presser Machine Drycleaning         13.23         16100 - Presser Machine Shirts         13.23           16100 - Presser Machine Mearing         13.23         16160 - Presser Machine Mearing         13.23           16100 - Presser Machine Operator         15.93         16220 - Tailor         16.79           16220 - Tailor         16.90         16.90         26.88           Room)         19010 - Machine-Tool Operator (Tool         26.88           Room)         21020 - Forklift Operator         20.16           21030 - Material Expe  | 15070 - Flight Instructor (Pilot)     | 45.21 |
| Jet/Prop<br>15086 - Maintenance Test Pilot<br>Rotary Wing<br>15088 - Non-Maintenance Test/Co-<br>Pilot<br>15090 - Technical Instructor<br>15090 - Technical Instructor/Course<br>35.73<br>Developer<br>15110 - Test Proctor<br>15120 - Tutor<br>16000 - Laundry Dry-Cleaning Pressing<br>And Related Occupations<br>16010 - Assembler<br>16010 - Assembler<br>16010 - Dry Cleaner<br>16040 - Dry Cleaner<br>16070 - Finisher Flatwork Machine<br>13.23<br>16030 - Presser Hand<br>13.23<br>16130 - Presser Machine Drycleaning<br>16160 - Presser Machine Shirts<br>16160 - Presser Machine Operator<br>16190 - Sewing Machine Operator<br>16190 - Sewing Machine Operator<br>16190 - Sewing Machine Operator<br>16220 - Tailor<br>16250 - Washer Machine<br>19000 - Machine Tool Operator (Tool<br>Repair Occupations<br>19040 - Tool And Die Maker<br>2000 - Materials Handling And Packing<br>0ccupations<br>21020 - Forklift Operator<br>20102 - Forklift Operator<br>20106 - Material Expediter<br>21030 - Material Expediter<br>21030 - Material Expediter<br>21030 - Material Expediter<br>21030 - Material Expediter<br>21040 - Tool And Die Maker<br>21050 - Material Expediter<br>21040 - Material Expediter<br>21050 - Material Coordinator<br>21020 - Forklift Operator<br>21020 - Forklift Operator<br>21030 - Material Expediter<br>21040 - Material Expediter<br>21040 - Material Expediter<br>21040 - Material Expediter<br>21040 - Shipping Packer<br>21130 - Shipping Packer<br>21130 - Shipping Packer<br>21140 - Store Worker I<br>21140 - Store Worker I<br>21150 - Stock Clerk<br>20.16 | 15080 - Graphic Artist                | 26.44 |
| 15086 - Maintenance Test Pilot         45.21           Rotary Wing   | 15085 - Maintenance Test Pilot Fixed  | 45.21 |
| Rotary Wing         45.21           Pilot         45.21           Pilot         29.21           15095 - Technical Instructor         29.21           15095 - Technical Instructor/Course         35.73           Developer         23.58           15110 - Test Proctor         23.58           15000 - Laundry Dry-Cleaning Pressing         23.58           16010 - Assembler         13.23           16030 - Counter Attendant         13.23           16040 - Dry Cleaner         15.11           16070 - Finisher Flatwork Machine         13.23           16100 - Presser Machine Drycleaning         13.23           16100 - Presser Machine Drycleaning         13.23           1610 - Presser Machine Shirts         13.23           16100 - Sewing Machine Operator         15.93           16220 - Tailor         15.93           16220 - Tailor         26.88           19000 - Machine-Tool Operator (Tool         26.88           Room)         20100 - Materials Handling And Packing           21020 - Forklift Operator         20.16           21030 - Material Coordinator         24.49           21040 - Material Expediter         24.49           21050 - Material Expediter         25.84           210  | Jet/Prop                              |       |
| 15088 - Non-Maintenance Test/Co-         45.21           Pilot         29.21           15090 - Technical Instructor         29.21           15095 - Technical Instructor/Course         35.73           Developer         23.58           15100 - Test Proctor         23.58           16000 - Laundry Dry-Cleaning Pressing         23.58           16010 - Assembler         13.23           16030 - Counter Attendant         13.23           16040 - Dry Cleaner         15.11           16070 - Finisher Flatwork Machine         13.23           16100 - Presser Machine Drycleaning         13.23           16100 - Presser Machine Shirts         13.23           16100 - Presser Machine Mearing         13.23           16100 - Presser Machine Operator         15.93           16200 - Tailor         16.79           16200 - Tailor         16.79           16250 - Washer Machine         13.86           19000 - Machine Tool Operator (Tool         26.88           Room)         20.00           19010 - Machine-Tool Operator (Tool         26.88           Room)         20.20           19040 - Tool And Die Maker         30.89           21000 - Material Handling And Packing         20.16           20  | 15086 - Maintenance Test Pilot        | 45.21 |
| Pilot       29.21         15095 - Technical Instructor       29.21         15095 - Technical Instructor/Course       35.73         Developer       23.58         15110 - Test Proctor       23.58         16000 - Laundry Dry-Cleaning Pressing       23.58         16010 - Assembler       13.23         16030 - Counter Attendant       13.23         16040 - Dry Cleaner       15.11         16070 - Finisher Flatwork Machine       13.23         16100 - Presser Machine Drycleaning       13.23         16100 - Presser Machine Shirts       13.23         16100 - Presser Machine Mearing       13.23         16100 - Presser Machine Operator       15.93         16200 - Tailor       15.93         16200 - Machine Tool Operator (Tool       26.88         Room)       2000 - Machine-Tool Operator (Tool       26.88         Room)       21000 - Machine-Tool Operator (Tool       26.88         21000 - Materials Handling And Packing       20.16         21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21040 - Material Expediter       24.49         21050 - Material Expediter       25.84         21071 - Order Filler       15.84  | Rotary Wing                           |       |
| 15090 - Technical Instructor         29.21           15095 - Technical Instructor/Course         35.73           Developer         23.58           15110 - Test Proctor         23.58           15000 - Laundry Dry-Cleaning Pressing         23.58           And Related Occupations         13.23           16010 - Assembler         13.23           16030 - Counter Attendant         13.23           16040 - Dry Cleaner         15.11           16070 - Finisher Flatwork Machine         13.23           16100 - Presser Hand         13.23           16100 - Presser Machine Drycleaning         13.23           16100 - Presser Machine Mearing         13.23           16100 - Presser Machine Operator         15.93           16200 - Tailor         16.79           16250 - Washer Machine         13.86           19000 - Machine-Tool Operator (Tool         26.88           Room)         21000 - Materials Handling And Packing         00.89           21000 - Material Screediater         24.49           21030 - Material Coordinator         24.49           21040 - Material Expediter         24.49           21050 - Material Handling Laborer         15.84           21071 - Order Filler         15.76           21080 - Prod  | 15088 - Non-Maintenance Test/Co-      | 45.21 |
| 15095 - Technical Instructor/Course         35.73           Developer         23.58           15110 - Test Proctor         23.58           16000 - Laundry Dry-Cleaning Pressing         23.58           And Related Occupations         13.23           16010 - Assembler         13.23           16030 - Counter Attendant         13.23           16070 - Finisher Flatwork Machine         13.23           16070 - Fresser Hand         13.23           16100 - Presser Machine Drycleaning         13.23           16100 - Presser Machine Operator         15.93           16100 - Sewing Machine Operator         15.93           16220 - Tailor         16.79           16250 - Washer Machine         13.86           19000 - Machine Tool Operator (Tool         26.88           Room)         20.16           21000 - Materials Handling And Packing         20.16           21020 - Forklift Operator         20.16           21020 - Material Expediter         24.49           21040 - Material Expediter         24.49           21050 - Material Handling Laborer         15.84           21071 - Order Filler         15.76           21080 - Production Line Worker (Food         20.16           21030 - Material Expediter         15  | Pilot                                 |       |
| Developer         23.58           15110 - Test Proctor         23.58           15120 - Tutor         23.58           16000 - Laundry Dry-Cleaning Pressing         23.58           And Related Occupations         13.23           16010 - Assembler         13.23           16030 - Counter Attendant         13.23           16040 - Dry Cleaner         15.11           16070 - Finisher Flatwork Machine         13.23           16100 - Presser Machine Drycleaning         13.23           16100 - Presser Machine Mearing         13.23           16100 - Presser Machine Operator         15.93           16220 - Tailor         16.79           16250 - Washer Machine         18.86           19000 - Machine Tool Operator (Tool         26.88           Room)         20.10         20.16           21000 - Materials Handling And Packing         20.16           21000 - Material Coordinator         24.49           21000 - Material Expediter         24.49           21040 - Material Handling Laborer         15.84           21071 - Order Filler  | 15090 - Technical Instructor          | 29.21 |
| Developer         23.58           15110 - Test Proctor         23.58           15120 - Tutor         23.58           16000 - Laundry Dry-Cleaning Pressing         23.58           And Related Occupations         13.23           16010 - Assembler         13.23           16030 - Counter Attendant         13.23           16040 - Dry Cleaner         15.11           16070 - Finisher Flatwork Machine         13.23           16100 - Presser Machine Drycleaning         13.23           16100 - Presser Machine Mearing         13.23           16100 - Presser Machine Operator         15.93           16220 - Tailor         16.79           16250 - Washer Machine         18.86           19000 - Machine Tool Operator (Tool         26.88           Room)         20.10         20.16           21000 - Materials Handling And Packing         20.16           21000 - Material Coordinator         24.49           21000 - Material Expediter         24.49           21040 - Material Handling Laborer         15.84           21071 - Order Filler  | 15095 - Technical Instructor/Course   | 35.73 |
| 15110 - Test Proctor         23.58           15120 - Tutor         23.58           16000 - Laundry Dry-Cleaning Pressing         23.58           And Related Occupations         13.23           16010 - Assembler         13.23           16030 - Counter Attendant         13.23           16040 - Dry Cleaner         15.11           16070 - Finisher Flatwork Machine         13.23           16100 - Presser Hand         13.23           16110 - Presser Machine Drycleaning         13.23           16130 - Presser Machine Mearing         13.23           16160 - Presser Machine Operator         15.93           16190 - Sewing Machine Operator         15.93           16220 - Tailor         16.79           16250 - Washer Machine         13.86           19010 - Machine-Tool Operator (Tool         26.88           Room)         21000 - Materials Handling And Packing         00.89           21000 - Material Coordinator         24.49           21030 - Material Coordinator         24.49           21040 - Material Handling Laborer         15.84           21071 - Order Filler         15.76           21080 - Production Line Worker (Food         20.16           Processing)         21110 - Shipping Packer         17.89  |                                       |       |
| 15120 - Tutor       23.58         16000 - Laundry Dry-Cleaning Pressing       And Related Occupations         16010 - Assembler       13.23         16030 - Counter Attendant       13.23         16040 - Dry Cleaner       15.11         16070 - Finisher Flatwork Machine       13.23         16100 - Presser Hand       13.23         16110 - Presser Machine Drycleaning       13.23         16160 - Presser Machine Shirts       13.23         16160 - Presser Machine Wearing       13.23         Apparel Laundry       16.79         16220 - Tailor       16.79         16250 - Washer Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operator (Tool       26.88         Room)       21000 - Materials Handling And Packing       00.89         21000 - Forklift Operator       20.16         21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       0.16         Processing)       21110 - Shipping Packer       17.89      <  | -                                     | 23.58 |
| 16000 - Laundry Dry-Cleaning Pressing         And Related Occupations         16010 - Assembler       13.23         16030 - Counter Attendant       13.23         16040 - Dry Cleaner       15.11         16070 - Finisher Flatwork Machine       13.23         16100 - Presser Machine Drycleaning       13.23         16100 - Presser Machine Drycleaning       13.23         16160 - Presser Machine Mearing       13.23         16160 - Presser Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine Operator       15.93         16220 - Tailor       16.79         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.88         Room)       21020 - Forklift Operator       20.16         21030 - Materials Handling And Packing       00.89         21040 - Material Coordinator       24.49         21050 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89     <   | 15120 - Tutor                         |       |
| And Related Occupations       13.23         16010 - Assembler       13.23         16030 - Counter Attendant       13.23         16040 - Dry Cleaner       15.11         16070 - Finisher Flatwork Machine       13.23         16100 - Presser Hand       13.23         16110 - Presser Machine Drycleaning       13.23         16130 - Presser Machine Shirts       13.23         16160 - Presser Machine Operator       15.93         16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operator (Tool       26.88         Room)       19040 - Tool And Die Maker       30.89         21000 - Materials Handling And Packing       00.89         21000 - Material Expediter       24.49         21040 - Material Expediter       24.49         21040 - Material Expediter       24.49         21040 - Material Expediter       15.94         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89         21140 - Stock Clerk       20.46  | 16000 - Laundry Dry-Cleaning Pressing |       |
| 16010 - Assembler       13.23         16030 - Counter Attendant       13.23         16040 - Dry Cleaner       15.11         16070 - Finisher Flatwork Machine       13.23         16090 - Presser Hand       13.23         16101 - Presser Machine Drycleaning       13.23         16130 - Presser Machine Shirts       13.23         16160 - Presser Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operator (Tool       26.88         Room)       19040 - Tool And Die Maker       30.89         21000 - Materials Handling And Packing       20.16         21030 - Material Expediter       24.49         21040 - Material Expediter       24.49         21040 - Material Handling Laborer       15.84         21030 - Material Handling Laborer       15.84         21040 - Shipping Packer       17.89         21110 - Shipping Packer       17.89         21130 - Shipping Packer       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16  |                                       |       |
| 16030 - Counter Attendant       13.23         16040 - Dry Cleaner       15.11         16070 - Finisher Flatwork Machine       13.23         16090 - Presser Hand       13.23         16110 - Presser Machine Drycleaning       13.23         16130 - Presser Machine Shirts       13.23         16160 - Presser Machine Wearing       13.23         Apparel Laundry       13.23         16120 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19010 - Machine Tool Operator (Tool       26.88         Room)       20.00       - Materials Handling And Packing         Occupations       20.16         21000 - Material Coordinator       24.49         21020 - Forklift Operator       20.16         21030 - Material Expediter       24.49         21050 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       11.00 - Shipping Packer       17.89         21130 - Shipping Packer I       15.77         21150 - Stock Clerk       20.46         21210 - T  | -                                     | 13.23 |
| 16040 - Dry Cleaner       15.11         16070 - Finisher Flatwork Machine       13.23         16090 - Presser Hand       13.23         16110 - Presser Machine Drycleaning       13.23         16130 - Presser Machine Shirts       13.23         16160 - Presser Machine Wearing       13.23         16160 - Presser Machine Operator       15.93         16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.88         Room)       21000 - Materials Handling And Packing       30.89         21000 - Material Standling Laborer       20.16         21030 - Material Expediter       24.49         21050 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       1110 - Shipping Packer       17.89         21130 - Shipping Packer I       17.89       17.89         21140 - Store Worker I       20.46       20.46         21210 - Tools And Parts Attendant       20.16   |                                       |       |
| 16070 - Finisher Flatwork Machine       13.23         16090 - Presser Hand       13.23         16110 - Presser Machine Drycleaning       13.23         16130 - Presser Machine Shirts       13.23         16160 - Presser Machine Wearing       13.23         Apparel Laundry       13.23         16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.88         Room)       20.00       30.89         21000 - Materials Handling And Packing       20.16         21030 - Material Coordinator       24.49         21040 - Material Coordinator       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16 <th></th> <th></th>   |                                       |       |
| 16090 - Presser Hand       13.23         16110 - Presser Machine Drycleaning       13.23         16130 - Presser Machine Shirts       13.23         16160 - Presser Machine Wearing       13.23         Apparel Laundry       13.23         16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.88         Room)       21000 - Materials Handling And Packing       30.89         21000 - Materials Handling Laborer       20.16         21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       206         Processing)       21110 - Shipping Packer       17.89         21130 - Shipping Packer I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16  |                                       |       |
| 16110 - Presser Machine Drycleaning       13.23         16130 - Presser Machine Shirts       13.23         16160 - Presser Machine Wearing       13.23         Apparel Laundry       13.23         16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.88         Room)       21000 - Materials Handling And Packing       30.89         21000 - Materials Handling And Packing       20.16         21020 - Forklift Operator       20.16         21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       21110 - Shipping Packer       17.89         21130 - Shipping Packer I       15.77         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16  |                                       |       |
| 16130 - Presser Machine Shirts       13.23         16160 - Presser Machine Wearing       13.23         Apparel Laundry       13.23         16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.88         Room)       20.00       26.88         21000 - Materials Handling And Packing       00.89         21000 - Materials Handling And Packing       20.16         21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21050 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16  |                                       |       |
| 16160 - Presser Machine Wearing       13.23         Apparel Laundry       15.93         16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.88         Room)       20.16         21000 - Materials Handling And Packing       20.16         21020 - Forklift Operator       20.16         21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16   |                                       |       |
| Apparel Laundry       15.93         16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.88         Room)       20.00         19040 - Tool And Die Maker       30.89         21000 - Materials Handling And Packing       20.16         21020 - Forklift Operator       20.16         21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16  |                                       |       |
| 16190 - Sewing Machine Operator       15.93         16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.88         Room)       2000 - Materials Handling And Packing       30.89         21000 - Materials Handling And Packing       20.16         21020 - Forklift Operator       20.16         21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16   | -                                     | 13.23 |
| 16220 - Tailor       16.79         16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.88         Room)       20.00         19040 - Tool And Die Maker       30.89         21000 - Materials Handling And Packing       20.16         21020 - Forklift Operator       20.16         21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       17.89         21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16  |                                       | 15 02 |
| 16250 - Washer Machine       13.86         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       26.88         Room)       26.88         19040 - Tool And Die Maker       30.89         21000 - Materials Handling And Packing       30.89         Occupations       20.16         21020 - Forklift Operator       20.16         21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16   |                                       |       |
| 19000 - Machine Tool Operation And<br>Repair Occupations26.8819010 - Machine-Tool Operator (Tool26.88Room)30.8919040 - Tool And Die Maker30.8921000 - Materials Handling And Packing<br>Occupations20.1621020 - Forklift Operator20.1621030 - Material Coordinator24.4921040 - Material Expediter24.4921050 - Material Handling Laborer15.8421071 - Order Filler15.7621080 - Production Line Worker (Food20.16Processing)21110 - Shipping Packer17.8921130 - Shipping/Receiving Clerk17.8921140 - Store Worker I15.7721150 - Stock Clerk20.4621210 - Tools And Parts Attendant20.16  |                                       |       |
| Repair Occupations       26.88         19010 - Machine-Tool Operator (Tool       26.88         Room)       30.89         19040 - Tool And Die Maker       30.89         21000 - Materials Handling And Packing       20.16         Occupations       20.16         21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16   |                                       | 13.00 |
| 19010 - Machine-Tool Operator (Tool26.88Room)30.8919040 - Tool And Die Maker30.8921000 - Materials Handling And Packing<br>Occupations20.1621020 - Forklift Operator20.1621030 - Material Coordinator24.4921040 - Material Expediter24.4921050 - Material Handling Laborer15.8421071 - Order Filler15.7621080 - Production Line Worker (Food20.16Processing)17.8921110 - Shipping Packer17.8921130 - Shipping/Receiving Clerk17.8921140 - Store Worker I15.7721150 - Stock Clerk20.4621210 - Tools And Parts Attendant20.16  | -                                     |       |
| Room)19040 - Tool And Die Maker30.8921000 - Materials Handling And PackingOccupations21020 - Forklift Operator20.1621030 - Material Coordinator24.4921040 - Material Expediter24.4921050 - Material Handling Laborer15.8421071 - Order Filler15.7621080 - Production Line Worker (Food20.16Processing)17.8921110 - Shipping Packer17.8921140 - Store Worker I15.7721150 - Stock Clerk20.4621210 - Tools And Parts Attendant20.16   |                                       |       |
| 19040 - Tool And Die Maker30.8921000 - Materials Handling And Packing<br>Occupations20.1621020 - Forklift Operator20.1621030 - Material Coordinator24.4921040 - Material Expediter24.4921050 - Material Handling Laborer15.8421071 - Order Filler15.7621080 - Production Line Worker (Food20.16Processing)17.8921110 - Shipping Packer17.8921140 - Store Worker I15.7721150 - Stock Clerk20.4621210 - Tools And Parts Attendant20.16   | -                                     | 20.00 |
| 21000 - Materials Handling And Packing<br>Occupations20.1621020 - Forklift Operator20.1621030 - Material Coordinator24.4921040 - Material Expediter24.4921050 - Material Handling Laborer15.8421071 - Order Filler15.7621080 - Production Line Worker (Food20.16Processing)17.8921110 - Shipping Packer17.8921130 - Shipping/Receiving Clerk17.8921140 - Store Worker I15.7721150 - Stock Clerk20.4621210 - Tools And Parts Attendant20.16   | •                                     |       |
| Occupations       20.16         21020 - Forklift Operator       20.16         21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       17.89         21130 - Shipping Packer       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16   |                                       | 30.89 |
| 21020 - Forklift Operator       20.16         21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       17.89         21130 - Shipping Packer       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16   |                                       |       |
| 21030 - Material Coordinator       24.49         21040 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       17.89         21130 - Shipping Packer       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16   |                                       | 00 10 |
| 21040 - Material Expediter       24.49         21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       17.89         21130 - Shipping Packer       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16  | -                                     |       |
| 21050 - Material Handling Laborer       15.84         21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16  |                                       |       |
| 21071 - Order Filler       15.76         21080 - Production Line Worker (Food       20.16         Processing)       17.89         21130 - Shipping Packer       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16   | -                                     |       |
| 21080 - Production Line Worker (Food       20.16         Processing)       17.89         21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16   | -                                     |       |
| Processing)       17.89         21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16  |                                       |       |
| 21110 - Shipping Packer       17.89         21130 - Shipping/Receiving Clerk       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16  | •                                     | 20.16 |
| 21130 - Shipping/Receiving Clerk       17.89         21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16  |                                       |       |
| 21140 - Store Worker I       15.77         21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16   |                                       |       |
| 21150 - Stock Clerk       20.46         21210 - Tools And Parts Attendant       20.16  |                                       |       |
| <b>21210 - Tools And Parts Attendant</b> 20.16   |                                       |       |
|  |                                       |       |
| <b>21410 - Warehouse Specialist</b> 20.16  |                                       |       |
|  | 21410 - Warehouse Specialist          | 20.16 |

| 23000 - Mechanics And Maintenance And                                    |          |
|--|----------|
| Repair Occupations   |          |
| 23010 - Aerospace Structural Welder                                      | 34.52    |
| 23019 - Aircraft Logs and Records  | 29.83    |
| Technician   |          |
| 23021 - Aircraft Mechanic I  | 33.37    |
| 23022 - Aircraft Mechanic II   | 34.52    |
| 23023 - Aircraft Mechanic III  | 35.76    |
| 23040 - Aircraft Mechanic Helper   | 27.34    |
| 23050 - Aircraft Painter   | 32.18    |
| 23060 - Aircraft Servicer  | 29.83    |
| 23070 - Aircraft Survival Flight   | 32.18    |
| Equipment Technician   |          |
| 23080 - Aircraft Worker  | 30.94    |
| 23091 - Aircrew Life Support   | 30.94    |
| Equipment (ALSE) Mechanic  |          |
| I  |          |
| 23092 - Aircrew Life Support   | 33.37    |
| Equipment (ALSE) Mechanic  |          |
| II   |          |
| 23110 - Appliance Mechanic   | 24.18    |
| 23120 - Bicycle Repairer   | 23.58    |
| 23125 - Cable Splicer  | 43.35    |
| 23130 - Carpenter Maintenance  | 26.96    |
| 23140 - Carpet Layer   | 28.27    |
| 23160 - Electrician Maintenance  | 29.37    |
| 23181 - Electronics Technician   | 29.88    |
| Maintenance I  | 23.00    |
| 23182 - Electronics Technician   | 31.17    |
| Maintenance II   | JI • I / |
| 23183 - Electronics Technician   | 32.46    |
| Maintenance III  | 52.10    |
| 23260 - Fabric Worker  | 27.26    |
| 23290 - Fire Alarm System Mechanic                                       | 27.20    |
| 23230 - Fire Alarm System Mechanic<br>23310 - Fire Extinguisher Repairer | 26.13    |
| 23310 - Fuel Distribution System   | 41.78    |
| Mechanic   | 41./0    |
| 23312 - Fuel Distribution System   | 37.24    |
| Operator   | 57.24    |
| 23370 - General Maintenance Worker                                       | 22.18    |
|  | 33.37    |
| 23380 - Ground Support Equipment<br>Mechanic                             | 55.57    |
|  | 29.83    |
| 23381 - Ground Support Equipment<br>Servicer                             | 29.03    |
|  | 30.94    |
| 23382 - Ground Support Equipment<br>Worker                               | 50.94    |
| 23391 - Gunsmith I   | 26.13    |
| 23391 - Gunsmith I<br>23392 - Gunsmith II                                | 28.27    |
| 23392 - Gunsmith II<br>23393 - Gunsmith III                              | 30.49    |
| 20090 - Guiismilli III   | 30.49    |

| 23410 - Heating Ventilation And Air- | 29.99 |
|--------------------------------------|-------|
| Conditioning                         |       |
| Mechanic                             |       |
| 23411 - Heating Ventilation And Air  | 31.03 |
| Contidioning                         |       |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 31.11 |
| 23440 - Heavy Equipment Operator     | 34.80 |
| 23460 - Instrument Mechanic          | 30.34 |
| 23465 - Laboratory/Shelter Mechanic  | 29.42 |
| 23470 - Laborer                      | 14.57 |
| 23510 - Locksmith                    | 28.80 |
| 23530 - Machinery Maintenance        | 32.01 |
| Mechanic                             |       |
| 23550 - Machinist Maintenance        | 26.78 |
| 23580 - Maintenance Trades Helper    | 19.38 |
| 23591 - Metrology Technician I       | 30.34 |
| 23592 - Metrology Technician II      | 31.39 |
| 23593 - Metrology Technician III     | 32.51 |
| 23640 - Millwright                   | 30.08 |
| 23710 - Office Appliance Repairer    | 23.49 |
| 23760 - Painter Maintenance          | 23.14 |
| 23790 - Pipefitter Maintenance       | 34.79 |
| 23810 - Plumber Maintenance          | 33.57 |
| 23820 - Pneudraulic Systems Mechanic | 30.49 |
| 23850 - Rigger                       | 30.34 |
| 23870 - Scale Mechanic               | 28.27 |
| 23890 - Sheet-Metal Worker           | 31.87 |
| Maintenance                          |       |
| 23910 - Small Engine Mechanic        | 23.89 |
| 23931 - Telecommunications Mechanic  | 30.26 |
| I                                    |       |
| 23932 - Telecommunications Mechanic  | 31.31 |
| II                                   |       |
| 23950 - Telephone Lineman            | 30.24 |
| 23960 - Welder Combination           | 25.01 |
| Maintenance                          |       |
| 23965 - Well Driller                 | 30.49 |
| 23970 - Woodcraft Worker             | 30.49 |
| 23980 - Woodworker                   | 26.13 |
| 24000 - Personal Needs Occupations   |       |
| 24550 - Case Manager                 | 21.22 |
| 24570 - Child Care Attendant         | 13.75 |
| 24580 - Child Care Center Clerk      | 17.44 |
| 24610 - Chore Aide                   | 13.17 |
| 24620 - Family Readiness And Support | 21.22 |
| Services                             |       |
| Coordinator                          |       |
| 24630 - Homemaker                    | 22.09 |
|                                      |       |

| 25000 - Plant And System Operations<br>Occupations |        |       |
|--|--------|-------|
| 25010 - Boiler Tender                              |        | 30.52 |
| 25040 - Sewage Plant Operator                      |        | 34.03 |
| 25070 - Stationary Engineer                        |        | 30.52 |
| 25190 - Ventilation Equipment Tender               |        | 25.01 |
| 25210 - Water Treatment Plant                      |        | 34.03 |
| Operator   |        | 54.05 |
| 27000 - Protective Service Occupations             |        |       |
| 27004 - Alarm Monitor                              |        | 28.70 |
| 27007 - Baggage Inspector                          |        | 15.98 |
| 27008 - Corrections Officer                        |        | 33.61 |
| 27010 - Court Security Officer                     |        | 33.61 |
| 27030 - Detection Dog Handler                      |        | 19.88 |
| 27040 - Detention Officer                          |        | 33.61 |
| 27070 - Firefighter                                |        | 33.61 |
| 27101 - Guard I                                    |        | 15.98 |
| 27102 - Guard II                                   |        | 19.88 |
| 27131 - Police Officer I                           |        | 33.79 |
| 27132 - Police Officer II                          |        | 37.56 |
| 28000 - Recreation Occupations                     |        |       |
| 28041 - Carnival Equipment Operator                |        | 14.90 |
| 28042 - Carnival Equipment Repairer                |        | 15.58 |
| 28043 - Carnival Worker                            |        | 12.09 |
| 28210 - Gate Attendant/Gate Tender                 |        | 16.23 |
| 28310 - Lifequard                                  |        | 12.47 |
| 28350 - Park Attendant (Aide)                      |        | 18.15 |
| 28510 - Recreation Aide/Health                     |        | 13.24 |
| Facility Attendant                                 |        |       |
| 28515 - Recreation Specialist                      |        | 22.48 |
| 28630 - Sports Official                            |        | 14.45 |
| 28690 - Swimming Pool Operator                     |        | 17.71 |
| 29000 - Stevedoring/Longshoremen                   |        |       |
| Occupational Services                              |        |       |
| 29010 - Blocker And Bracer                         |        | 31.93 |
| 29020 - Hatch Tender                               |        | 31.93 |
| 29030 - Line Handler                               |        | 31.93 |
| 29041 - Stevedore I                                |        | 30.79 |
| 29042 - Stevedore II                               |        | 33.28 |
| 30000 - Technical Occupations                      |        |       |
| 30010 - Air Traffic Control (S                     | see 2) | 43.88 |
| Specialist Center (HFO)                            |        |       |
| 30011 - Air Traffic Control (s                     | see 2) | 30.25 |
| Specialist Station (HFO)                           |        |       |
| 30012 - Air Traffic Control                        |        | 33.32 |
| Specialist Terminal (HFO) (see 2)                  |        |       |
| 30021 - Archeological Technician I                 |        | 22.10 |
| 30022 - Archeological Technician II                |        | 24.73 |
| 30023 - Archeological Technician III               |        | 30.63 |
|  |        |       |

| 30030 - Cartographic Technician      |      |     | 30.63       |
|--------------------------------------|------|-----|-------------|
| 30040 - Civil Engineering Technician |      |     | 33.15       |
| 30051 - Cryogenic Technician I       |      |     | 33.93       |
| 30052 - Cryogenic Technician II      |      |     | 37.47       |
| 30061 - Drafter/CAD Operator I       |      |     | 22.10       |
| 30062 - Drafter/CAD Operator II      |      |     | 24.73       |
| 30063 - Drafter/CAD Operator III     |      |     | 27.56       |
| 30064 - Drafter/CAD Operator IV      |      |     | 33.93       |
| 30081 - Engineering Technician I     |      |     | 16.86       |
| 30082 - Engineering Technician II    |      |     | 18.91       |
| 30083 - Engineering Technician III   |      |     | 21.96       |
| 30084 - Engineering Technician IV    |      |     | 25.74       |
| 30085 - Engineering Technician V     |      |     | 30.54       |
| 30086 - Engineering Technician VI    |      |     | 36.92       |
| 30090 - Environmental Technician     |      |     | 27.29       |
| 30095 - Evidence Control Specialist  |      |     | 30.63       |
| 30210 - Laboratory Technician        |      |     | 25.49       |
| 30221 - Latent Fingerprint           |      |     | 33.93       |
| Technician I                         |      |     |             |
| 30222 - Latent Fingerprint           |      |     | 37.47       |
| Technician II                        |      |     |             |
| 30240 - Mathematical Technician      |      |     | 33.69       |
| 30361 - Paralegal/Legal Assistant I  |      |     | 21.30       |
| 30362 - Paralegal/Legal Assistant II |      |     | 26.39       |
| 30363 - Paralegal/Legal Assistant    |      |     | 32.29       |
| III                                  |      |     |             |
| 30364 - Paralegal/Legal Assistant IV |      |     | 39.05       |
| 30375 - Petroleum Supply Specialist  |      |     | 37.47       |
| 30390 - Photo-Optics Technician      |      |     | 30.63       |
| 30395 - Radiation Control Technician |      |     | 37.47       |
| 30461 - Technical Writer I           |      |     | 26.57       |
| 30462 - Technical Writer II          |      |     | 32.51       |
| 30463 - Technical Writer III         |      |     | 39.33       |
| 30491 - Unexploded Ordnance (UXO)    |      |     | 27.89       |
| Technician I                         |      |     |             |
| 30492 - Unexploded Ordnance (UXO)    |      |     | 33.74       |
| Technician II                        |      |     |             |
| 30493 - Unexploded Ordnance (UXO)    |      |     | 40.44       |
| Technician III                       |      |     |             |
| 30494 - Unexploded (UXO) Safety      |      |     | 27.89       |
| Escort                               |      |     | 2 / • • • • |
| 30495 - Unexploded (UXO) Sweep       |      |     | 27.89       |
| Personnel                            |      |     |             |
| 30501 - Weather Forecaster I         |      |     | 33.93       |
| 30502 - Weather Forecaster II        |      |     | 41.26       |
| 30620 - Weather Observer Combined    | (see | 2)  | 27.56       |
| Upper Air Or                         | (500 | _ / | 1           |
| Surface Programs                     |      |     |             |
| 30621 - Weather Observer Senior      | (see | 2)  | 30.63       |
|                                      | 1000 | - / | 00.00       |

| 31000 - Transportation/Mobile       |       |
|-------------------------------------|-------|
| Equipment Operation Occupations     |       |
| 31010 - Airplane Pilot              | 33.74 |
| 31020 - Bus Aide                    | 20.46 |
| 31030 - Bus Driver                  | 25.10 |
| 31043 - Driver Courier              | 16.81 |
| 31260 - Parking and Lot Attendant   | 12.83 |
| 31290 - Shuttle Bus Driver          | 18.40 |
| 31310 - Taxi Driver                 | 17.58 |
| 31361 - Truckdriver Light           | 17.58 |
| 31362 - Truckdriver Medium          | 19.84 |
| 31363 - Truckdriver Heavy           | 24.30 |
| 31364 - Truckdriver Tractor-Trailer | 24.30 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 16.45 |
| 99030 - Cashier                     | 12.17 |
| 99050 - Desk Clerk                  | 14.08 |
| 99095 - Embalmer                    | 32.85 |
| 99130 - Flight Follower             | 27.89 |
| 99251 - Laboratory Animal Caretaker | 14.72 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 15.40 |
| II                                  |       |
| 99260 - Marketing Analyst           | 33.74 |
| 99310 - Mortician                   | 32.85 |
| 99410 - Pest Controller             | 21.82 |
| 99510 - Photofinishing Worker       | 19.38 |
| 99710 - Recycling Laborer           | 28.31 |
| 99711 - Recycling Specialist        | 31.80 |
| 99730 - Refuse Collector            | 25.84 |
| 99810 - Sales Clerk                 | 13.39 |
| 99820 - School Crossing Guard       | 18.74 |
| 99830 - Survey Party Chief          | 44.33 |
| 99831 - Surveying Aide              | 27.75 |
| 99832 - Surveying Technician        | 33.57 |
| 99840 - Vending Machine Attendant   | 20.98 |
| 99841 - Vending Machine Repairer    | 23.74 |
| 99842 - Vending Machine Repairer    | 20.98 |
| 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

\*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an

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

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

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work. 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4123

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 2015-4123 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: Connecticut

This wage determination applies to the following towns in NEW LONDON COUNTY: Colchester Lebanon

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

| <b>OCCUPATION CODE - TITLE</b>     | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 18.26 |
| 01012 - Accounting Clerk II        |          | 20.52 |
| 01013 - Accounting Clerk III       |          | 22.94 |
| 01020 - Administrative Assistant   |          | 33.10 |
| 01035 - Court Reporter             |          | 22.64 |
| 01041 - Customer Service           |          | 15.85 |
| Representative I                   |          |       |

| 01042 - Customer Service                              | 17.58   |
|---|---------|
| Representative II                                     |         |
| 01043 - Customer Service                              | 19.43   |
| Representative III                                    | 20010   |
| 01051 - Data Entry Operator I                         | 17.17   |
| 01052 - Data Entry Operator II                        | 18.73   |
| 01060 - Dispatcher Motor Vehicle                      | 21.44   |
| 01070 - Document Preparation Clerk                    | 23.64   |
| 01090 - Duplicating Machine Operator                  | 23.64   |
| 01111 - General Clerk I                               | 15.56   |
| 01112 - General Clerk II                              | 16.98   |
| 01112 - General Clerk II<br>01113 - General Clerk III | 19.07   |
|   | 23.12   |
| 01120 - Housing Referral Assistant                    |         |
| 01141 - Messenger Courier<br>01191 - Order Clerk I    | 15.43   |
|   | 19.45   |
| 01192 - Order Clerk II                                | 21.46   |
| 01261 - Personnel Assistant                           | 19.68   |
| (Employment) I  | 00 00   |
| 01262 - Personnel Assistant                           | 22.02   |
| (Employment) II                                       | 04 55   |
| 01263 - Personnel Assistant                           | 24.55   |
| (Employment) III                                      | 0 4 4 0 |
| 01270 - Production Control Clerk                      | 24.49   |
| 01290 - Rental Clerk                                  | 14.85   |
| 01300 - Scheduler Maintenance                         | 18.55   |
| 01311 - Secretary I                                   | 18.55   |
| 01312 - Secretary II                                  | 20.74   |
| 01313 - Secretary III                                 | 23.12   |
| 01320 - Service Order Dispatcher                      | 19.16   |
| 01410 - Supply Technician                             | 33.10   |
| 01420 - Survey Worker                                 | 20.37   |
| 01460 - Switchboard                                   | 17.28   |
| Operator/Receptionist                                 | 10 15   |
| 01531 - Travel Clerk I                                | 18.15   |
| 01532 - Travel Clerk II                               | 19.77   |
| 01533 - Travel Clerk III                              | 20.85   |
| 01611 - Word Processor I                              | 15.88   |
| 01612 - Word Processor II                             | 17.84   |
| 01613 - Word Processor III                            | 19.95   |
| 05000 - Automotive Service Occupations                |         |
| 05005 - Automobile Body Repairer                      | 26.80   |
| Fiberglass  | 0.0     |
| 05010 - Automotive Electrician                        |         |
| 05040 - Automotive Glass Installer                    | 21.93   |
| 05070 - Automotive Worker                             | 21.93   |
| 05110 - Mobile Equipment Servicer                     | 20.27   |
| 05130 - Motor Equipment Metal                         | 23.65   |
| Mechanic  |         |
| 05160 - Motor Equipment Metal Worker                  | 21.93   |

| 05190 - Motor Vehicle Mechanic       | 23.65 |
|--------------------------------------|-------|
| 05220 - Motor Vehicle Mechanic       | 19.44 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 21.15 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 21.93 |
| 05310 - Painter Automotive           | 22.82 |
| 05340 - Radiator Repair Specialist   | 21.93 |
| 05370 - Tire Repairer                | 15.94 |
| 05400 - Transmission Repair          | 23.65 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 14.77 |
| 07041 - Cook I                       | 19.53 |
| 07042 - Cook II                      | 21.13 |
| 07070 - Dishwasher                   | 12.21 |
| 07130 - Food Service Worker          | 13.37 |
| 07210 - Meat Cutter                  | 21.04 |
| 07260 - Waiter/Waitress              | 12.42 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 22.22 |
| 09040 - Furniture Handler            | 18.11 |
| 09080 - Furniture Refinisher         | 22.22 |
| 09090 - Furniture Refinisher Helper  | 19.44 |
| 09110 - Furniture Repairer Minor     | 20.87 |
| 09130 - Upholsterer                  | 22.22 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 13.18 |
| 11060 - Elevator Operator            | 17.77 |
| 11090 - Gardener                     | 19.56 |
| 11122 - Housekeeping Aide            | 17.77 |
| 11150 - Janitor                      | 17.77 |
| 11210 - Laborer Grounds Maintenance  | 16.63 |
| 11240 - Maid or Houseman             | 13.33 |
| 11260 - Pruner                       | 15.19 |
| 11270 - Tractor Operator             | 18.71 |
| 11330 - Trail Maintenance Worker     | 16.63 |
| 11360 - Window Cleaner               | 19.46 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 24.58 |
| 12011 - Breath Alcohol Technician    | 25.10 |
| 12012 - Certified Occupational       | 32.48 |
| Therapist Assistant                  |       |
| 12015 - Certified Physical Therapist | 35.77 |
| Assistant                            |       |
| 12020 - Dental Assistant             | 21.28 |

| 12025 Dentel Herrisch                              | 45.11 |
|--|-------|
| 12025 - Dental Hygienist<br>12030 - EKG Technician |       |
|  | 38.49 |
| 12035 - Electroneurodiagnostic                     | 38.49 |
| Technologist                                       |       |
| 12040 - Emergency Medical Technician               | 24.58 |
| 12071 - Licensed Practical Nurse I                 | 22.45 |
| 12072 - Licensed Practical Nurse II                | 25.10 |
| 12073 - Licensed Practical Nurse III               | 27.98 |
| 12100 - Medical Assistant                          | 19.16 |
| 12130 - Medical Laboratory                         | 33.06 |
| Technician   | 22.00 |
| 12160 - Medical Record Clerk                       | 22.80 |
| 12190 - Medical Record Technician                  | 28.06 |
| 12195 - Medical Transcriptionist                   | 22.46 |
| 12210 - Nuclear Medicine                           | 44.37 |
| Technologist                                       | 10 57 |
| 12221 - Nursing Assistant I                        | 12.57 |
| 12222 - Nursing Assistant II                       | 14.14 |
| 12223 - Nursing Assistant III                      | 15.42 |
| 12224 - Nursing Assistant IV                       | 17.31 |
| 12235 - Optical Dispenser                          | 25.93 |
| 12236 - Optical Technician                         | 20.52 |
| 12250 - Pharmacy Technician                        | 16.57 |
| 12280 - Phlebotomist                               | 18.90 |
| 12305 - Radiologic Technologist                    | 31.46 |
| 12311 - Registered Nurse I                         | 26.74 |
| 12312 - Registered Nurse II                        | 32.72 |
| 12313 - Registered Nurse II                        | 32.72 |
| Specialist   |       |
| 12314 - Registered Nurse III                       | 39.59 |
| 12315 - Registered Nurse III                       | 39.59 |
| Anesthetist  |       |
| 12316 - Registered Nurse IV                        | 47.44 |
| 12317 - Scheduler (Drug and Alcohol                | 31.10 |
| Testing)   | 04 00 |
| 12320 - Substance Abuse Treatment                  | 24.29 |
| Counselor  |       |
| 13000 - Information And Arts                       |       |
| Occupations  |       |
| 13011 - Exhibits Specialist I                      | 23.46 |
| 13012 - Exhibits Specialist II                     | 29.08 |
| 13013 - Exhibits Specialist III                    | 35.55 |
| 13041 - Illustrator I<br>13042 - Illustrator II    | 25.79 |
|  | 31.95 |
| 13043 - Illustrator III<br>12047 - Liburgion       | 39.08 |
| 13047 - Librarian                                  | 35.38 |
| 13050 - Library Aide/Clerk                         | 17.32 |
| 13054 - Library Information                        | 31.95 |
| Technology Systems                                 |       |

| Administrator                        |      |    |       |
|--------------------------------------|------|----|-------|
| 13058 - Library Technician           |      |    | 26.36 |
| 13061 - Media Specialist I           |      |    | 23.06 |
| 13062 - Media Specialist II          |      |    | 25.79 |
| 13063 - Media Specialist III         |      |    | 28.74 |
| 13071 - Photographer I               |      |    | 18.17 |
| 13072 - Photographer II              |      |    | 20.91 |
| 13073 - Photographer III             |      |    | 25.88 |
| 13074 - Photographer IV              |      |    | 31.69 |
| 13075 - Photographer V               |      |    | 38.34 |
| 13090 - Technical Order Library      |      |    | 21.75 |
| Clerk                                |      |    |       |
| 13110 - Video Teleconference         |      |    | 26.38 |
| Technician                           |      |    |       |
| 14000 - Information Technology       |      |    |       |
| Occupations                          |      |    |       |
| 14041 - Computer Operator I          |      |    | 20.14 |
| 14042 - Computer Operator II         |      |    | 22.54 |
| 14043 - Computer Operator III        |      |    | 25.14 |
| 14044 - Computer Operator IV         |      |    | 27.92 |
| 14045 - Computer Operator V          |      |    | 30.92 |
| 14071 - Computer Programmer I        | (see | 1) | 27.32 |
| 14072 - Computer Programmer II       | (see | 1) |       |
| 14073 - Computer Programmer III      | (see | 1) |       |
| 14074 - Computer Programmer IV       | (see | 1) |       |
| 14101 - Computer Systems Analyst I   | (see | 1) |       |
| 14102 - Computer Systems Analyst II  | (see | 1) |       |
| 14103 - Computer Systems Analyst III | (see | 1) |       |
| 14150 - Peripheral Equipment         |      |    | 20.14 |
| Operator                             |      |    |       |
| 14160 - Personal Computer Support    |      |    | 27.92 |
| Technician                           |      |    |       |
| 14170 - System Support Specialist    |      |    | 39.33 |
| 15000 - Instructional Occupations    |      |    |       |
| 15010 - Aircrew Training Devices     |      |    | 32.96 |
| Instructor (Non-Rated)               |      |    |       |
| 15020 - Aircrew Training Devices     |      |    | 39.87 |
| Instructor (Rated)                   |      |    |       |
| 15030 - Air Crew Training Devices    |      |    | 45.21 |
| Instructor (Pilot)                   |      |    |       |
| 15050 - Computer Based Training      |      |    | 32.96 |
| Specialist / Instructor              |      |    |       |
| 15060 - Educational Technologist     |      |    | 46.48 |
| 15070 - Flight Instructor (Pilot)    |      |    | 45.21 |
| 15080 - Graphic Artist               |      |    | 26.44 |
| 15085 - Maintenance Test Pilot Fixed |      |    | 45.21 |
| Jet/Prop                             |      |    |       |
| 15086 - Maintenance Test Pilot       |      |    | 45.21 |
| Rotary Wing                          |      |    |       |

| 15099 Non Maintenance Mast/Ca  | 45.21          |
|--|----------------|
| 15088 - Non-Maintenance Test/Co-<br>Pilot  | 43.21          |
| 15090 - Technical Instructor   | 29.21          |
| 15090 - Technical Instructor/Course  | 35.73          |
|  | 55.75          |
| Developer<br>15110 - Test Proctor  | 00 E 0         |
|  | 23.58          |
| 15120 - Tutor  | 23.58          |
| 16000 - Laundry Dry-Cleaning Pressing  |                |
| And Related Occupations  | 12 02          |
| 16010 - Assembler  | 13.23          |
| 16030 - Counter Attendant  | 13.23          |
| 16040 - Dry Cleaner<br>16070 - Finishen Flatwark Mashing                                     | 15.11          |
| 16070 - Finisher Flatwork Machine  | 13.23          |
| 16090 - Presser Hand   | 13.23          |
| 16110 - Presser Machine Drycleaning  | 13.23          |
| 16130 - Presser Machine Shirts   | 13.23          |
| 16160 - Presser Machine Wearing  | 13.23          |
| Apparel Laundry  | 1 5 0 0        |
| 16190 - Sewing Machine Operator  | 15.93          |
| 16220 - Tailor   | 16.79          |
| 16250 - Washer Machine   | 13.86          |
| 19000 - Machine Tool Operation And   |                |
| Repair Occupations   |                |
| 19010 - Machine-Tool Operator (Tool  | 26.88          |
| Room)  |                |
| 19040 - Tool And Die Maker   | 30.89          |
| 21000 - Materials Handling And Packing   |                |
| Occupations  |                |
| 21020 - Forklift Operator  | 20.16          |
| 21030 - Material Coordinator   | 24.49          |
| 21040 - Material Expediter   | 24.49          |
| 21050 - Material Handling Laborer  | 14.57          |
| 21071 - Order Filler   | 14.46          |
| 21080 - Production Line Worker (Food   | 20.16          |
| Processing)  |                |
| 21110 - Shipping Packer  | 17.89          |
| 21130 - Shipping/Receiving Clerk   | 17.89          |
| 21140 - Store Worker I   | 15.77          |
| 21150 - Stock Clerk  | 20.46          |
| 21210 - Tools And Parts Attendant  | 20.16          |
| 21410 - Warehouse Specialist   | 20.16          |
| 23000 - Mechanics And Maintenance And  |                |
| Repair Occupations   | 0.4 5 5        |
| 23010 - Aerospace Structural Welder  | 34.52          |
| 23019 - Aircraft Logs and Records  | 29.83          |
| Technician   |                |
|  | 33.37          |
| 23021 - Aircraft Mechanic I  |                |
| 23021 - Aircraft Mechanic I<br>23022 - Aircraft Mechanic II<br>23023 - Aircraft Mechanic III | 34.52<br>35.76 |

| 23040 - Aircraft Mechanic Helper     | 27.34          |
|--------------------------------------|----------------|
| 23050 - Aircraft Painter             | 32.18          |
| 23060 - Aircraft Servicer            | 29.83          |
| 23070 - Aircraft Survival Flight     | 32.18          |
| Equipment Technician                 |                |
| 23080 - Aircraft Worker              | 30.94          |
| 23091 - Aircrew Life Support         | 30.94          |
| Equipment (ALSE) Mechanic            | 00.01          |
| I                                    |                |
| -<br>23092 - Aircrew Life Support    | 33.37          |
| Equipment (ALSE) Mechanic            | 55.57          |
|                                      |                |
| 23110 - Appliance Mechanic           | 24.18          |
|                                      | 24.18          |
| 23120 - Bicycle Repairer             | 24.04<br>41.55 |
| 23125 - Cable Splicer                |                |
| 23130 - Carpenter Maintenance        | 26.96          |
| 23140 - Carpet Layer                 | 28.27          |
| 23160 - Electrician Maintenance      | 29.37          |
| 23181 - Electronics Technician       | 29.69          |
| Maintenance I                        |                |
| 23182 - Electronics Technician       | 30.68          |
| Maintenance II                       |                |
| 23183 - Electronics Technician       | 31.55          |
| Maintenance III                      |                |
| 23260 - Fabric Worker                | 27.26          |
| 23290 - Fire Alarm System Mechanic   | 27.75          |
| 23310 - Fire Extinguisher Repairer   | 26.13          |
| 23311 - Fuel Distribution System     | 37.53          |
| Mechanic                             |                |
| 23312 - Fuel Distribution System     | 33.95          |
| Operator                             |                |
| 23370 - General Maintenance Worker   | 22.18          |
| 23380 - Ground Support Equipment     | 33.37          |
| Mechanic                             |                |
| 23381 - Ground Support Equipment     | 29.83          |
| Servicer                             |                |
| 23382 - Ground Support Equipment     | 30.94          |
| Worker                               |                |
| 23391 - Gunsmith I                   | 26.13          |
| 23392 - Gunsmith II                  | 28.27          |
| 23393 - Gunsmith III                 | 30.49          |
| 23410 - Heating Ventilation And Air- | 29.99          |
| Conditioning                         | 23.33          |
| Mechanic                             |                |
| 23411 - Heating Ventilation And Air  | 31.03          |
| Contidioning                         | 51.05          |
| Mechanic (Research Facility)         |                |
| 23430 - Heavy Equipment Mechanic     | 31.11          |
|                                      | 31.11          |
| 23440 - Heavy Equipment Operator     | 34.0U          |

| 23460 -   | Instrument Mechanic          | 30.34 |
|-----------|------------------------------|-------|
| 23465 -   | Laboratory/Shelter Mechanic  | 29.42 |
|           | Laborer                      | 14.57 |
|           | Locksmith                    | 28.80 |
|           | Machinery Maintenance        | 32.01 |
| Mechanic  |                              |       |
| 23550 -   | Machinist Maintenance        | 26.78 |
|           | Maintenance Trades Helper    | 19.38 |
|           | Metrology Technician I       | 30.34 |
|           | Metrology Technician II      | 31.39 |
|           | Metrology Technician III     | 32.51 |
|           | Millwright                   | 30.08 |
|           | Office Appliance Repairer    | 23.49 |
|           | Painter Maintenance          | 23.14 |
|           | Pipefitter Maintenance       | 34.79 |
|           | Plumber Maintenance          | 33.57 |
|           | Pneudraulic Systems Mechanic | 30.49 |
| 23850 -   |                              | 30.34 |
|           | Scale Mechanic               | 28.27 |
|           | Sheet-Metal Worker           | 31.87 |
| Maintenan |                              | 01.07 |
|           | Small Engine Mechanic        | 23.89 |
|           | Telecommunications Mechanic  | 30.26 |
| I         |                              | 00.20 |
| 23932 -   | Telecommunications Mechanic  | 31.31 |
| II        |                              | 01.01 |
| 23950 -   | Telephone Lineman            | 30.24 |
|           | Welder Combination           | 25.01 |
| Maintenan | ce                           |       |
| 23965 -   | Well Driller                 | 30.49 |
| 23970 -   | Woodcraft Worker             | 30.49 |
| 23980 -   | Woodworker                   | 26.13 |
|           | ersonal Needs Occupations    |       |
| 24550 -   | Case Manager                 | 21.22 |
|           | Child Care Attendant         | 13.29 |
| 24580 -   | Child Care Center Clerk      | 16.58 |
| 24610 -   | Chore Aide                   | 13.17 |
| 24620 -   | Family Readiness And Support | 21.22 |
| Services  |                              |       |
| Coordin   | ator                         |       |
| 24630 -   | Homemaker                    | 22.77 |
| 25000 - P | lant And System Operations   |       |
| Occupatio | ns                           |       |
| 25010 -   | Boiler Tender                | 30.52 |
| 25040 -   | Sewage Plant Operator        | 34.03 |
| 25070 -   | Stationary Engineer          | 30.52 |
| 25190 -   | Ventilation Equipment Tender | 25.01 |
| 25210 -   | Water Treatment Plant        | 34.03 |
| Operator  |                              |       |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 28.70 |
| 27007 - Baggage Inspector              |      |    | 15.98 |
| 27008 - Corrections Officer            |      |    | 33.61 |
| 27010 - Court Security Officer         |      |    | 33.61 |
| 27030 - Detection Dog Handler          |      |    | 20.07 |
| 27040 - Detention Officer              |      |    | 33.61 |
| 27070 - Firefighter                    |      |    | 33.61 |
| 27101 - Guard I                        |      |    | 15.98 |
| 27102 - Guard II                       |      |    | 20.07 |
| 27131 - Police Officer I               |      |    | 33.79 |
| 27132 - Police Officer II              |      |    | 37.56 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 14.90 |
| 28042 - Carnival Equipment Repairer    |      |    | 15.58 |
| 28043 - Carnival Worker                |      |    | 12.09 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 16.23 |
| 28310 - Lifeguard                      |      |    | 12.39 |
| 28350 - Park Attendant (Aide)          |      |    | 18.15 |
| 28510 - Recreation Aide/Health         |      |    | 13.24 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 22.48 |
| 28630 - Sports Official                |      |    | 14.45 |
| 28690 - Swimming Pool Operator         |      |    | 16.86 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 31.93 |
| 29020 - Hatch Tender                   |      |    | 31.93 |
| 29030 - Line Handler                   |      |    | 31.93 |
| 29041 - Stevedore I                    |      |    | 30.79 |
| 29042 - Stevedore II                   |      |    | 33.23 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 43.88 |
| Specialist Center (HFO)                |      |    |       |
| 30011 - Air Traffic Control            | (see | 2) | 30.25 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 33.32 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 22.10 |
| 30022 - Archeological Technician II    |      |    | 24.73 |
| 30023 - Archeological Technician III   |      |    | 30.63 |
| 30030 - Cartographic Technician        |      |    | 30.63 |
| 30040 - Civil Engineering Technician   |      |    | 33.15 |
| 30051 - Cryogenic Technician I         |      |    | 33.93 |
| 30052 - Cryogenic Technician II        |      |    | 37.47 |
| 30061 - Drafter/CAD Operator I         |      |    | 22.10 |
| 30062 - Drafter/CAD Operator II        |      |    | 24.73 |
| 30063 - Drafter/CAD Operator III       |      |    | 27.56 |
| 30064 - Drafter/CAD Operator IV        |      |    | 33.93 |
|  |      |    |       |

| 30081 - Engineering Technician I     |      |    | 16.70 |
|--------------------------------------|------|----|-------|
| 30082 - Engineering Technician II    |      |    | 18.76 |
| 30083 - Engineering Technician III   |      |    | 21.33 |
| 30084 - Engineering Technician IV    |      |    | 26.00 |
| 30085 - Engineering Technician V     |      |    | 31.78 |
| 30086 - Engineering Technician VI    |      |    | 38.47 |
| 30090 - Environmental Technician     |      |    | 28.88 |
| 30095 - Evidence Control Specialist  |      |    | 30.63 |
| 30210 - Laboratory Technician        |      |    | 25.49 |
| 30221 - Latent Fingerprint           |      |    | 33.93 |
| Technician I                         |      |    |       |
| 30222 - Latent Fingerprint           |      |    | 37.47 |
| Technician II                        |      |    |       |
| 30240 - Mathematical Technician      |      |    | 33.69 |
| 30361 - Paralegal/Legal Assistant I  |      |    | 20.79 |
| 30362 - Paralegal/Legal Assistant II |      |    | 27.91 |
| 30363 - Paralegal/Legal Assistant    |      |    | 34.14 |
| III                                  |      |    |       |
| 30364 - Paralegal/Legal Assistant IV |      |    | 41.32 |
| 30375 - Petroleum Supply Specialist  |      |    | 37.47 |
| 30390 - Photo-Optics Technician      |      |    | 30.63 |
| 30395 - Radiation Control Technician |      |    | 37.47 |
| 30461 - Technical Writer I           |      |    | 26.60 |
| 30462 - Technical Writer II          |      |    | 32.53 |
| 30463 - Technical Writer III         |      |    | 39.37 |
| 30491 - Unexploded Ordnance (UXO)    |      |    | 27.89 |
| Technician I                         |      |    |       |
| 30492 - Unexploded Ordnance (UXO)    |      |    | 33.74 |
| Technician II                        |      |    |       |
| 30493 - Unexploded Ordnance (UXO)    |      |    | 40.44 |
| Technician III                       |      |    |       |
| 30494 - Unexploded (UXO) Safety      |      |    | 27.89 |
| Escort                               |      |    |       |
| 30495 - Unexploded (UXO) Sweep       |      |    | 27.89 |
| Personnel                            |      |    |       |
| 30501 - Weather Forecaster I         |      |    | 33.93 |
| 30502 - Weather Forecaster II        |      |    | 41.26 |
| 30620 - Weather Observer Combined    | (see | 2) | 27.56 |
| Upper Air Or                         |      |    |       |
| Surface Programs                     |      |    |       |
| 30621 - Weather Observer Senior      | (see | 2) | 30.63 |
| 31000 - Transportation/Mobile        |      |    |       |
| Equipment Operation Occupations      |      |    |       |
| 31010 - Airplane Pilot               |      |    | 33.74 |
| 31020 - Bus Aide                     |      |    | 20.46 |
| 31030 - Bus Driver                   |      |    | 25.10 |
| 31043 - Driver Courier               |      |    | 16.81 |
| 31260 - Parking and Lot Attendant    |      |    | 12.83 |
| 31290 - Shuttle Bus Driver           |      |    | 18.40 |

| 31310 - Taxi Driver                 | 17.59 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 17.58 |
| 31362 - Truckdriver Medium          | 18.34 |
| 31363 - Truckdriver Heavy           | 24.30 |
| 31364 - Truckdriver Tractor-Trailer | 24.30 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 16.45 |
| 99030 - Cashier                     | 12.17 |
| 99050 - Desk Clerk                  | 13.96 |
| 99095 - Embalmer                    | 28.59 |
| 99130 - Flight Follower             | 27.89 |
| 99251 - Laboratory Animal Caretaker | 14.72 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 15.40 |
| II                                  |       |
| 99260 - Marketing Analyst           | 33.74 |
| 99310 - Mortician                   | 28.59 |
| 99410 - Pest Controller             | 23.47 |
| 99510 - Photofinishing Worker       | 19.28 |
| 99710 - Recycling Laborer           | 28.31 |
| 99711 - Recycling Specialist        | 31.80 |
| 99730 - Refuse Collector            | 25.84 |
| 99810 - Sales Clerk                 | 13.34 |
| 99820 - School Crossing Guard       | 18.74 |
| 99830 - Survey Party Chief          | 36.91 |
| 99831 - Surveying Aide              | 23.16 |
| 99832 - Surveying Technician        | 34.44 |
| 99840 - Vending Machine Attendant   | 20.98 |
| 99841 - Vending Machine Repairer    | 23.74 |
| 99842 - Vending Machine Repairer    | 20.98 |
| 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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4125

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 2015-4125 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: Connecticut

This wage determination is applicable to the following towns in MIDDLESEX COUNTY: Chester Clinton Deep River Durham Essex Killingworth Middlefield Old Saybrook Westbrook

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

| <b>OCCUPATION CODE - TITLE</b>     | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 18.30 |
| 01012 - Accounting Clerk II        |          | 20.55 |
| 01013 - Accounting Clerk III       |          | 22.98 |
| 01020 - Administrative Assistant   |          | 33.85 |
| 01035 - Court Reporter             |          | 23.80 |
| 01041 - Customer Service           |          | 15.69 |
| Representative I                   |          |       |

| 01042 - Customer Service  | 17.64 |
|---|-------|
| Representative II   |       |
| 01043 - Customer Service<br>Representative III                  | 19.24 |
| 01051 - Data Entry Operator I                                   | 18.87 |
| 01052 - Data Entry Operator II                                  | 20.59 |
| 01060 - Dispatcher Motor Vehicle                                | 20.33 |
| 01070 - Document Preparation Clerk                              | 19.09 |
| -   | 19.09 |
| 01090 - Duplicating Machine Operator<br>01111 - General Clerk I |       |
|   | 15.69 |
| 01112 - General Clerk II  | 17.12 |
| 01113 - General Clerk III                                       | 19.23 |
| 01120 - Housing Referral Assistant                              | 22.95 |
| 01141 - Messenger Courier                                       | 20.28 |
| 01191 - Order Clerk I   | 16.17 |
| 01192 - Order Clerk II  | 18.40 |
| 01261 - Personnel Assistant                                     | 20.71 |
| (Employment) I  |       |
| 01262 - Personnel Assistant                                     | 23.16 |
| (Employment) II   |       |
| 01263 - Personnel Assistant                                     | 25.82 |
| (Employment) III  |       |
| 01270 - Production Control Clerk                                | 22.99 |
| 01290 - Rental Clerk  | 16.96 |
| 01300 - Scheduler Maintenance                                   | 18.41 |
| 01311 - Secretary I   | 18.41 |
| 01312 - Secretary II  | 20.59 |
| 01313 - Secretary III   | 22.95 |
| 01320 - Service Order Dispatcher                                | 19.45 |
| 01410 - Supply Technician                                       | 33.85 |
| 01420 - Survey Worker   | 19.18 |
| 01460 - Switchboard   | 18.31 |
| Operator/Receptionist   | 10.01 |
| 01531 - Travel Clerk I  | 19.38 |
| 01531 - Travel Clerk I<br>01532 - Travel Clerk II               | 21.13 |
| 01532 - Travel Clerk II<br>01533 - Travel Clerk III             | 22.99 |
|   |       |
| 01611 - Word Processor I  | 19.87 |
| 01612 - Word Processor II                                       | 22.32 |
| 01613 - Word Processor III                                      | 24.96 |
| 05000 - Automotive Service Occupations                          |       |
| 05005 - Automobile Body Repairer                                | 27.35 |
| Fiberglass  |       |
| 05010 - Automotive Electrician                                  |       |
| 05040 - Automotive Glass Installer                              | 21.90 |
| 05070 - Automotive Worker                                       | 21.90 |
| 05110 - Mobile Equipment Servicer                               | 20.56 |
| 05130 - Motor Equipment Metal                                   | 23.74 |
| Mechanic  |       |
| 05160 - Motor Equipment Metal Worker                            | 21.90 |

| 05190 - Motor Vehicle Mechanic       | 23.74 |
|--------------------------------------|-------|
| 05220 - Motor Vehicle Mechanic       | 19.81 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 21.27 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 21.90 |
| 05310 - Painter Automotive           | 22.82 |
| 05340 - Radiator Repair Specialist   | 21.87 |
| 05370 - Tire Repairer                | 19.28 |
| 05400 - Transmission Repair          | 23.74 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 15.00 |
| 07041 - Cook I                       | 18.86 |
| 07042 - Cook II                      | 20.54 |
| 07070 - Dishwasher                   | 12.08 |
| 07130 - Food Service Worker          | 14.84 |
| 07210 - Meat Cutter                  | 22.21 |
| 07260 - Waiter/Waitress              | 11.92 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 24.44 |
| 09040 - Furniture Handler            | 19.92 |
| 09080 - Furniture Refinisher         | 26.25 |
| 09090 - Furniture Refinisher Helper  | 21.99 |
| 09110 - Furniture Repairer Minor     | 24.18 |
| 09130 - Upholsterer                  | 24.44 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 13.15 |
| 11060 - Elevator Operator            | 16.34 |
| 11090 - Gardener                     | 23.45 |
| 11122 - Housekeeping Aide            | 16.34 |
| 11150 - Janitor                      | 16.34 |
| 11210 - Laborer Grounds Maintenance  | 19.73 |
| 11240 - Maid or Houseman             | 13.37 |
| 11260 - Pruner                       | 17.80 |
| 11270 - Tractor Operator             | 22.36 |
| 11330 - Trail Maintenance Worker     | 19.73 |
| 11360 - Window Cleaner               | 18.12 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 24.54 |
| 12011 - Breath Alcohol Technician    | 25.02 |
| 12012 - Certified Occupational       | 32.99 |
| Therapist Assistant                  |       |
| 12015 - Certified Physical Therapist | 30.92 |
| Assistant                            |       |
| 12020 - Dental Assistant             | 22.20 |

| 12025 - Dental Hygienist                                 | 47.19 |
|--|-------|
| 12025 - Dental Hygrenist<br>12030 - EKG Technician       | 38.05 |
| 12030 - Ekg Technician<br>12035 - Electroneurodiagnostic | 38.05 |
| Technologist   | 50.05 |
| 12040 - Emergency Medical Technician                     | 24.54 |
| 12070 - Licensed Practical Nurse I                       | 22.44 |
| 12072 - Licensed Practical Nurse II                      | 25.11 |
| 12072 - Licensed Practical Nurse III                     | 27.99 |
| 12100 - Medical Assistant                                | 18.37 |
| 12130 - Medical Laboratory                               | 29.87 |
| Technician   | 23.07 |
| 12160 - Medical Record Clerk                             | 21.97 |
| 12190 - Medical Record Technician                        | 24.94 |
| 12195 - Medical Transcriptionist                         | 22.87 |
| 12210 - Nuclear Medicine                                 | 53.93 |
| Technologist   |       |
| 12221 - Nursing Assistant I                              | 14.11 |
| 12222 - Nursing Assistant II                             | 15.85 |
| 12223 - Nursing Assistant III                            | 17.30 |
| 12224 - Nursing Assistant IV                             | 19.43 |
| 12235 - Optical Dispenser                                | 28.81 |
| 12236 - Optical Technician                               | 24.02 |
| 12250 - Pharmacy Technician                              | 17.57 |
| 12280 - Phlebotomist                                     | 19.91 |
| 12305 - Radiologic Technologist                          | 38.29 |
| 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                      | 30.99 |
| Testing)   |       |
| 12320 - Substance Abuse Treatment                        | 25.24 |
| Counselor  |       |
| 13000 - Information And Arts                             |       |
| Occupations  |       |
| 13011 - Exhibits Specialist I                            | 23.21 |
| 13012 - Exhibits Specialist II                           | 28.76 |
| 13013 - Exhibits Specialist III                          | 35.18 |
| 13041 - Illustrator I                                    | 23.40 |
| 13042 - Illustrator II                                   | 29.00 |
| 13043 - Illustrator III                                  | 35.47 |
| 13047 - Librarian  | 31.85 |
| 13050 - Library Aide/Clerk                               | 15.24 |
| 13054 - Library Information                              | 28.76 |
| Technology Systems                                       |       |

| Administrator  |       |
|--|-------|
| 13058 - Library Technician   | 27.26 |
| 13061 - Media Specialist I   | 20.76 |
| 13062 - Media Specialist II  | 23.21 |
| 13063 - Media Specialist III   | 25.88 |
| 13071 - Photographer I   | 20.67 |
| 13072 - Photographer II  | 23.84 |
| 13073 - Photographer III   | 29.53 |
| 13074 - Photographer IV  | 36.12 |
| 13075 - Photographer V   | 43.71 |
| 13090 - Technical Order Library  | 19.14 |
| Clerk  |       |
| 13110 - Video Teleconference   | 27.53 |
| Technician   |       |
| 14000 - Information Technology   |       |
| Occupations  |       |
| 14041 - Computer Operator I  | 19.64 |
| 14042 - Computer Operator II   | 21.98 |
| 14043 - Computer Operator III  | 24.50 |
| 14044 - Computer Operator IV   | 27.21 |
| 14045 - Computer Operator V  | 30.14 |
| 14071 - Computer Programmer I (see 1)                                    | 24.59 |
| 14071Computer Programmer I(see 1)14072- Computer Programmer II(see 1)    | 24.55 |
| 14072Computer Programmer II(see 1)14073- Computer Programmer III(see 1)  |       |
| 14073- Computer Programmer IV(see 1)14074- Computer Programmer IV(see 1) |       |
|  |       |
|  |       |
| 14102 - Computer Systems Analyst II (see 1)                              |       |
| 14103 - Computer Systems Analyst III (see 1)                             | 10 (1 |
| 14150 - Peripheral Equipment   | 19.64 |
| Operator   | 29.29 |
| 14160 - Personal Computer Support  | 29.29 |
| Technician   | 10 10 |
| 14170 - System Support Specialist  | 43.12 |
| 15000 - Instructional Occupations  |       |
| 15010 - Aircrew Training Devices   | 32.76 |
| Instructor (Non-Rated)   |       |
| 15020 - Aircrew Training Devices   | 39.63 |
| Instructor (Rated)   |       |
| 15030 - Air Crew Training Devices  | 47.51 |
| Instructor (Pilot)   |       |
| 15050 - Computer Based Training  | 32.76 |
| Specialist / Instructor  |       |
| 15060 - Educational Technologist   | 52.73 |
| 15070 - Flight Instructor (Pilot)  | 47.51 |
| 15080 - Graphic Artist   | 27.72 |
| 15085 - Maintenance Test Pilot Fixed                                     | 47.51 |
| Jet/Prop   |       |
| 15086 - Maintenance Test Pilot   | 47.51 |
| Rotary Wing  |       |

| 15088 - Non-Maintenance Test/Co-       | 47.51 |
|--|-------|
| Pilot                                  |       |
| 15090 - Technical Instructor           | 26.47 |
| 15095 - Technical Instructor/Course    | 32.37 |
| Developer                              |       |
| 15110 - Test Proctor                   | 21.36 |
| 15120 - Tutor                          | 21.36 |
| 16000 - Laundry Dry-Cleaning Pressing  |       |
| And Related Occupations                |       |
| 16010 - Assembler                      | 13.23 |
| 16030 - Counter Attendant              | 13.23 |
| 16040 - Dry Cleaner                    | 15.11 |
| 16070 - Finisher Flatwork Machine      | 13.23 |
| 16090 - Presser Hand                   | 13.23 |
| 16110 - Presser Machine Drycleaning    | 13.23 |
| 16130 - Presser Machine Shirts         | 13.23 |
| 16160 - Presser Machine Wearing        | 13.23 |
| Apparel Laundry                        |       |
| 16190 - Sewing Machine Operator        | 15.93 |
| 16220 - Tailor                         | 16.79 |
| 16250 - Washer Machine                 | 13.86 |
| 19000 - Machine Tool Operation And     |       |
| Repair Occupations                     |       |
| 19010 - Machine-Tool Operator (Tool    | 29.99 |
| Room)                                  |       |
| 19040 - Tool And Die Maker             | 34.84 |
| 21000 - Materials Handling And Packing |       |
| Occupations                            |       |
| 21020 - Forklift Operator              | 18.46 |
| 21030 - Material Coordinator           | 22.99 |
| 21040 - Material Expediter             | 22.99 |
| 21050 - Material Handling Laborer      | 15.84 |
| 21071 - Order Filler                   | 14.35 |
| 21080 - Production Line Worker (Food   | 18.46 |
| Processing)                            |       |
| 21110 - Shipping Packer                | 17.86 |
| 21130 - Shipping/Receiving Clerk       | 17.86 |
| 21140 - Store Worker I                 | 15.53 |
| 21150 - Stock Clerk                    | 20.79 |
| 21210 - Tools And Parts Attendant      | 18.46 |
| 21410 - Warehouse Specialist           | 18.46 |
| 23000 - Mechanics And Maintenance And  |       |
| Repair Occupations                     |       |
| 23010 - Aerospace Structural Welder    | 28.92 |
| 23019 - Aircraft Logs and Records      | 24.73 |
| Technician                             |       |
| 23021 - Aircraft Mechanic I            | 27.95 |
| 23022 - Aircraft Mechanic II           | 28.92 |
| 23023 - Aircraft Mechanic III          | 30.09 |
|  |       |

| 23040 - Aircraft Mechanic Helper             | 22.54 |
|--|-------|
| 23050 - Aircraft Painter                     | 26.87 |
| 23060 - Aircraft Servicer                    | 24.73 |
| 23070 - Aircraft Survival Flight             | 26.87 |
| Equipment Technician                         |       |
| 23080 - Aircraft Worker                      | 25.74 |
| 23091 - Aircrew Life Support                 | 25.74 |
| Equipment (ALSE) Mechanic                    |       |
| I  |       |
| -<br>23092 - Aircrew Life Support            | 27.95 |
| Equipment (ALSE) Mechanic                    | 27.50 |
| II   |       |
| 23110 - Appliance Mechanic                   | 30.67 |
| 23120 - Bicycle Repairer                     | 26.99 |
| 23125 - Cable Splicer                        | 20.99 |
| -  |       |
| 23130 - Carpenter Maintenance                | 28.35 |
| 23140 - Carpet Layer                         | 29.39 |
| 23160 - Electrician Maintenance              | 32.36 |
| 23181 - Electronics Technician               | 32.44 |
| Maintenance I                                |       |
| 23182 - Electronics Technician               | 33.85 |
| Maintenance II                               |       |
| 23183 - Electronics Technician               | 35.22 |
| Maintenance III                              |       |
| 23260 - Fabric Worker                        | 28.25 |
| 23290 - Fire Alarm System Mechanic           | 30.13 |
| 23310 - Fire Extinguisher Repairer           | 26.99 |
| 23311 - Fuel Distribution System             | 40.40 |
| Mechanic                                     |       |
| 23312 - Fuel Distribution System             | 34.19 |
| Operator                                     |       |
| 23370 - General Maintenance Worker           | 24.54 |
| 23380 - Ground Support Equipment             | 27.95 |
| Mechanic                                     |       |
| 23381 - Ground Support Equipment             | 24.73 |
| Servicer                                     |       |
| 23382 - Ground Support Equipment             | 25.74 |
| Worker                                       |       |
| 23391 - Gunsmith I                           | 26.99 |
| 23392 - Gunsmith II                          | 29.39 |
| 23393 - Gunsmith III                         | 31.91 |
| 23410 - Heating Ventilation And Air-         | 31.09 |
| Conditioning                                 | 01.00 |
| Mechanic                                     |       |
| 23411 - Heating Ventilation And Air          | 32.17 |
| -  | JZ•1/ |
| Contidioning<br>Mechanic (Research Facility) |       |
| · •  | 20 10 |
| 23430 - Heavy Equipment Mechanic             | 28.48 |
| 23440 - Heavy Equipment Operator             | 34.14 |

| 23460 -  | Instrument Mechanic  | 31.91   |
|--|--|---|
| 23465 -  | Laboratory/Shelter Mechanic  | 30.67   |
|  | Laborer  | 15.24   |
| 23510 -  | Locksmith  | 31.57   |
| 23530 -  | Machinery Maintenance  | 30.15   |
| Mechanic   | -  |   |
| 23550 -  | Machinist Maintenance  | 23.44   |
| 23580 -  | Maintenance Trades Helper  | 19.38   |
|  | Metrology Technician I   | 31.91   |
|  | Metrology Technician II  | 33.02   |
|  | Metrology Technician III   | 34.35   |
|  | Millwright   | 31.91   |
| 23710 -  | Office Appliance Repairer  | 23.14   |
| 23760 -  | Painter Maintenance  | 22.09   |
| 23790 -  | Pipefitter Maintenance   | 39.87   |
|  | Plumber Maintenance  | 38.32   |
| 23820 -  | Pneudraulic Systems Mechanic   | 31.91   |
| 23850 -  | _  | 31.91   |
|  | Scale Mechanic   | 29.39   |
| 23890 -  | Sheet-Metal Worker   | 30.24   |
| Maintenan  |  |   |
|  | Small Engine Mechanic  | 30.13   |
|  | Telecommunications Mechanic  | 32.51   |
| I  |  |   |
| 23932 -  | Telecommunications Mechanic  | 33.64   |
| II   |  |   |
| 23950 -  | Telephone Lineman  | 31.91   |
|  | Welder Combination   | 23.39   |
| Maintenan  | Ce   |   |
| 23965 -  | Well Driller   | 31.91   |
| 23970 -  | Woodcraft Worker   | 31.91   |
| 23980 -  | Woodworker   | 26.99   |
| 24000 - P  | ersonal Needs Occupations  |   |
| 24550 -  | Case Manager   | 19.38   |
| 24570 -  | Child Care Attendant   | 13.78   |
| 24580 -  |  |   |
| 24000  | Child Care Center Clerk  | 17.44   |
|  | Child Care Center Clerk<br>Chore Aide  |   |
| 24610 -  |  | 17.44   |
| 24610 -  | Chore Aide   | 17.44<br>13.76  |
| 24610 -<br>24620 -   | Chore Aide<br>Family Readiness And Support   | 17.44<br>13.76  |
| 24610 -<br>24620 -<br>Services<br>Coordin  | Chore Aide<br>Family Readiness And Support   | 17.44<br>13.76  |
| 24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -   | Chore Aide<br>Family Readiness And Support<br>ator   | 17.44<br>13.76<br>19.38                                     |
| 24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -   | Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations  | 17.44<br>13.76<br>19.38                                     |
| 24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio   | Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations  | 17.44<br>13.76<br>19.38                                     |
| 24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -                                  | Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns  | 17.44<br>13.76<br>19.38<br>22.09                            |
| 24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -                       | Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender   | 17.44<br>13.76<br>19.38<br>22.09<br>32.40                   |
| 24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25070 -            | Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 17.44<br>13.76<br>19.38<br>22.09<br>32.40<br>32.89          |
| 24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25040 -<br>25070 - | Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 17.44<br>13.76<br>19.38<br>22.09<br>32.40<br>32.89<br>32.40 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 24.35 |
| 27007 - Baggage Inspector              |      |    | 15.77 |
| 27008 - Corrections Officer            |      |    | 36.85 |
| 27010 - Court Security Officer         |      |    | 36.85 |
| 27030 - Detection Dog Handler          |      |    | 19.88 |
| 27040 - Detention Officer              |      |    | 36.85 |
| 27070 - Firefighter                    |      |    | 36.85 |
| 27101 - Guard I                        |      |    | 15.77 |
| 27102 - Guard II                       |      |    | 19.88 |
| 27131 - Police Officer I               |      |    | 33.15 |
| 27132 - Police Officer II              |      |    | 36.85 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 17.28 |
| 28042 - Carnival Equipment Repairer    |      |    | 18.13 |
| 28043 - Carnival Worker                |      |    | 13.75 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 18.91 |
| 28310 - Lifequard                      |      |    | 12.47 |
| 28350 - Park Attendant (Aide)          |      |    | 21.15 |
| 28510 - Recreation Aide/Health         |      |    | 15.43 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 26.20 |
| 28630 - Sports Official                |      |    | 16.84 |
| 28690 - Swimming Pool Operator         |      |    | 19.73 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 29.39 |
| 29020 - Hatch Tender                   |      |    | 29.39 |
| 29030 - Line Handler                   |      |    | 29.39 |
| 29041 - Stevedore I                    |      |    | 28.25 |
| 29042 - Stevedore II                   |      |    | 30.67 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 46.55 |
| Specialist Center (HFO)                |      |    |       |
| 30011 - Air Traffic Control            | (see | 2) | 32.10 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 35.35 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 18.82 |
| 30022 - Archeological Technician II    |      |    | 21.95 |
| 30023 - Archeological Technician III   |      |    | 26.41 |
| 30030 - Cartographic Technician        |      |    | 26.66 |
| 30040 - Civil Engineering Technician   |      |    | 27.35 |
| 30051 - Cryogenic Technician I         |      |    | 28.88 |
| 30052 - Cryogenic Technician II        |      |    | 31.90 |
| 30061 - Drafter/CAD Operator I         |      |    | 18.82 |
| 30062 - Drafter/CAD Operator II        |      |    | 21.95 |
| 30063 - Drafter/CAD Operator III       |      |    | 23.47 |
| 30064 - Drafter/CAD Operator IV        |      |    | 28.88 |
| · •                                    |      |    |       |

| 20001 Harizsenian Hachaisian T  |      | 10 EE                   |
|---|------|-------------------------|
| 30081 - Engineering Technician I  |      | 18.55                   |
| 30082 - Engineering Technician II                                       |      | 20.80                   |
| 30083 - Engineering Technician III                                      |      | 23.36                   |
| 30084 - Engineering Technician IV                                       |      | 28.53<br>34.90          |
| 30085 - Engineering Technician V  |      |                         |
| 30086 - Engineering Technician VI                                       |      | 42.23                   |
| 30090 - Environmental Technician  |      | 26.08                   |
| 30095 - Evidence Control Specialist                                     |      | 26.08                   |
| 30210 - Laboratory Technician   |      | 22.03                   |
| 30221 - Latent Fingerprint<br>Technician I                              |      | 28.88                   |
| 30222 - Latent Fingerprint  |      | 31.90                   |
| Technician II   |      | 51.90                   |
| 30240 - Mathematical Technician   |      | 26.66                   |
|   |      |                         |
| 30361 - Paralegal/Legal Assistant I                                     |      | 22.97<br>28.46          |
| 30362 - Paralegal/Legal Assistant II                                    |      |                         |
| 30363 - Paralegal/Legal Assistant                                       |      | 34.81                   |
|   |      | 42.13                   |
| 30364 - Paralegal/Legal Assistant IV                                    |      | 42.13                   |
| 30375 - Petroleum Supply Specialist<br>30390 - Photo-Optics Technician  |      | 26.66                   |
| 30390 - Photo-Optics Technician<br>30395 - Radiation Control Technician |      |                         |
| 30461 - Technical Writer I  |      | 31.90<br>27.77          |
| 30461 - Technical Writer I<br>30462 - Technical Writer II               |      | 33.96                   |
| 30462 - Technical Writer II<br>30463 - Technical Writer III             |      | 41.09                   |
|   |      | 41.09                   |
| 30491 - Unexploded Ordnance (UXO)<br>Technician I                       |      | 29.00                   |
| 30492 - Unexploded Ordnance (UXO)                                       |      | 35.79                   |
| Technician II   |      | 55.19                   |
| 30493 - Unexploded Ordnance (UXO)                                       |      | 42.90                   |
| Technician III  |      | 42.90                   |
| 30494 - Unexploded (UXO) Safety   |      | 29.58                   |
| Escort  |      | 27.50                   |
| 30495 - Unexploded (UXO) Sweep  |      | 29.58                   |
| Personnel   |      | 29.50                   |
| 30501 - Weather Forecaster I  |      | 28.88                   |
| 30502 - Weather Forecaster II   |      | 35.13                   |
|   | e 2) | 23.47                   |
| Upper Air Or  | C 21 | 23.17                   |
| Surface Programs  |      |                         |
|   | e 2) | 26.08                   |
| 31000 - Transportation/Mobile   | C 21 | 20.00                   |
| Equipment Operation Occupations   |      |                         |
| 31010 - Airplane Pilot  |      | 35.79                   |
| 31020 - Bus Aide  |      | 19.82                   |
| 31030 - Bus Driver  |      | 24.66                   |
| 31043 - Driver Courier  |      | 16.21                   |
| 31260 - Parking and Lot Attendant                                       |      | 12.56                   |
| 31290 - Shuttle Bus Driver  |      | 17.01                   |
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| 31310 - Taxi Driver                 | 17.07 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 17.01 |
| 31362 - Truckdriver Medium          | 19.84 |
| 31363 - Truckdriver Heavy           | 23.77 |
| 31364 - Truckdriver Tractor-Trailer | 23.77 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 17.45 |
| 99030 - Cashier                     | 12.14 |
| 99050 - Desk Clerk                  | 16.23 |
| 99095 - Embalmer                    | 36.14 |
| 99130 - Flight Follower             | 29.58 |
| 99251 - Laboratory Animal Caretaker | 21.25 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 22.35 |
| II                                  |       |
| 99260 - Marketing Analyst           | 29.95 |
| 99310 - Mortician                   | 36.14 |
| 99410 - Pest Controller             | 18.17 |
| 99510 - Photofinishing Worker       | 15.55 |
| 99710 - Recycling Laborer           | 23.85 |
| 99711 - Recycling Specialist        | 27.02 |
| 99730 - Refuse Collector            | 21.51 |
| 99810 - Sales Clerk                 | 13.95 |
| 99820 - School Crossing Guard       | 19.38 |
| 99830 - Survey Party Chief          | 37.70 |
| 99831 - Surveying Aide              | 23.60 |
| 99832 - Surveying Technician        | 28.53 |
| 99840 - Vending Machine Attendant   | 21.57 |
| 99841 - Vending Machine Repairer    | 24.60 |
| 99842 - Vending Machine Repairer    | 21.57 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4127

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 2015-4127 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: Connecticut

This wage determination is applicable to the following cities and towns in NEW HAVEN COUNTY: Bethany Branford Cheshire East Haven Guilford Hamden Madison Meriden New Haven North Branford North Haven Orange Wallingford West Haven

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 18.30 |
| 01012 - Accounting Clerk II        |          | 20.55 |
| 01013 - Accounting Clerk III       |          | 22.98 |
| 01020 - Administrative Assistant   |          | 33.85 |
| 01035 - Court Reporter             |          | 26.18 |

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

| 01041 - Customer Service<br>Representative I                    |             | 15.69 |
|---|-------------|-------|
| -   |             | 17 (1 |
| 01042 - Customer Service<br>Representative II                   |             | 17.64 |
| 01043 - Customer Service  |             | 19.24 |
| Representative III  |             | 19.24 |
| -   |             | 18.87 |
| 01051 - Data Entry Operator I<br>01052 - Data Entry Operator II |             | 20.59 |
|   |             | 20.39 |
| 01060 - Dispatcher Motor Vehicle                                |             |       |
| 01070 - Document Preparation Clerk                              |             | 19.09 |
| 01090 - Duplicating Machine Operator                            |             | 19.09 |
| 01111 - General Clerk I   |             | 15.69 |
| 01112 - General Clerk II  |             | 17.49 |
| 01113 - General Clerk III                                       |             | 19.23 |
| 01120 - Housing Referral Assistant                              |             | 26.92 |
| 01141 - Messenger Courier                                       |             | 20.28 |
| 01191 - Order Clerk I   |             | 17.52 |
| 01192 - Order Clerk II  |             | 21.37 |
| 01261 - Personnel Assistant                                     |             | 20.71 |
| (Employment) I  |             |       |
| 01262 - Personnel Assistant                                     |             | 23.16 |
| (Employment) II   |             |       |
| 01263 - Personnel Assistant                                     |             | 25.82 |
| (Employment) III  |             |       |
| 01270 - Production Control Clerk                                |             | 23.51 |
| 01290 - Rental Clerk  |             | 18.04 |
| 01300 - Scheduler Maintenance                                   |             | 21.57 |
| 01311 - Secretary I   |             | 21.57 |
| 01312 - Secretary II  |             | 24.82 |
| 01313 - Secretary III   |             | 26.92 |
| 01320 - Service Order Dispatcher                                |             | 20.50 |
| 01410 - Supply Technician                                       |             | 33.85 |
| 01420 - Survey Worker   |             | 21.64 |
| 01460 - Switchboard   |             | 18.31 |
| Operator/Receptionist   |             |       |
| 01531 - Travel Clerk I  |             | 16.50 |
| 01532 - Travel Clerk II   |             | 17.97 |
| 01533 - Travel Clerk III  |             | 18.95 |
| 01611 - Word Processor I  |             | 19.87 |
| 01612 - Word Processor II                                       |             | 22.32 |
| 01613 - Word Processor III                                      |             | 24.96 |
| 05000 - Automotive Service Occupations                          |             |       |
| 05005 - Automobile Body Repairer                                |             | 28.10 |
| Fiberglass  |             |       |
| -   | Electrician | 29.52 |
| 05040 - Automotive Glass Installer                              |             | 28.55 |
| 05070 - Automotive Worker                                       |             | 28.55 |
| 05110 - Mobile Equipment Servicer                               |             | 26.80 |
| tore instra Equipment bervioer                                  |             | 20.00 |

| 05130 - Motor Equipment Metal        | 30.34 |
|--------------------------------------|-------|
| Mechanic                             |       |
| 05160 - Motor Equipment Metal Worker | 28.55 |
| 05190 - Motor Vehicle Mechanic       | 29.68 |
| 05220 - Motor Vehicle Mechanic       | 25.82 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 27.72 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 28.55 |
| 05310 - Painter Automotive           | 28.79 |
| 05340 - Radiator Repair Specialist   | 26.95 |
| 05370 - Tire Repairer                | 19.28 |
| 05400 - Transmission Repair          | 29.68 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 16.75 |
| 07041 - Cook I                       | 18.86 |
| 07042 - Cook II                      | 20.54 |
| 07070 - Dishwasher                   | 12.08 |
| 07130 - Food Service Worker          | 14.84 |
| 07210 - Meat Cutter                  | 22.21 |
| 07260 - Waiter/Waitress              | 11.92 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 22.22 |
| 09040 - Furniture Handler            | 18.11 |
| 09080 - Furniture Refinisher         | 22.22 |
| 09090 - Furniture Refinisher Helper  | 19.44 |
| 09110 - Furniture Repairer Minor     | 20.87 |
| 09130 - Upholsterer                  | 23.33 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 13.15 |
| 11060 - Elevator Operator            | 16.34 |
| 11090 - Gardener                     | 23.45 |
| 11122 - Housekeeping Aide            | 16.34 |
| 11150 - Janitor                      | 16.34 |
| 11210 - Laborer Grounds Maintenance  | 19.73 |
| 11240 - Maid or Houseman             | 13.68 |
| 11260 - Pruner                       | 17.80 |
| 11270 - Tractor Operator             | 22.36 |
| 11330 - Trail Maintenance Worker     | 19.73 |
| 11360 - Window Cleaner               | 18.12 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 24.54 |
| 12011 - Breath Alcohol Technician    | 25.02 |
| 12012 - Certified Occupational       | 32.99 |
| Therapist Assistant                  |       |

| 12015 - Certified Physical Therapist  | 30.92 |
|---|-------|
| Assistant   | 00 00 |
| 12020 - Dental Assistant  | 22.20 |
| 12025 - Dental Hygienist  | 47.19 |
| 12030 - EKG Technician  | 37.92 |
| 12035 - Electroneurodiagnostic  | 37.92 |
| Technologist<br>12040 - Emergency Medical Technician                        | 24.54 |
| 12040 - Emergency Medical Technician<br>12071 - Licensed Practical Nurse I  | 22.38 |
| 12071 - Licensed Practical Nurse I<br>12072 - Licensed Practical Nurse II   | 25.02 |
| 12072 - Licensed Practical Nurse II<br>12073 - Licensed Practical Nurse III | 27.89 |
| 12073 - Elcensed Fractical Nurse III<br>12100 - Medical Assistant           | 18.37 |
| 12100 - Medical Assistant<br>12130 - Medical Laboratory                     | 27.46 |
| Technician  | 27.40 |
| 12160 - Medical Record Clerk  | 22.30 |
| 12190 - Medical Record Technician   | 26.71 |
| 12195 - Medical Transcriptionist  | 22.87 |
| 12195 Medical Hanseliptionist<br>12210 - Nuclear Medicine                   | 49.64 |
| Technologist  | F0.0F |
| 12221 - Nursing Assistant I   | 14.11 |
| 12222 - Nursing Assistant II  | 15.85 |
| 12223 - Nursing Assistant III   | 17.30 |
| 12224 - Nursing Assistant IV  | 19.43 |
| 12235 - Optical Dispenser   | 28.66 |
| 12236 - Optical Technician  | 23.14 |
| 12250 - Pharmacy Technician   | 17.57 |
| 12280 - Phlebotomist  | 19.91 |
| 12305 - Radiologic Technologist   | 38.29 |
| 12311 - Registered Nurse I  | 32.76 |
| 12312 - Registered Nurse II   | 38.41 |
| 12313 - Registered Nurse II   | 38.41 |
| Specialist  |       |
| 12314 - Registered Nurse III  | 49.39 |
| 12315 - Registered Nurse III  | 49.39 |
| Anesthetist   |       |
| 12316 - Registered Nurse IV   | 59.20 |
| 12317 - Scheduler (Drug and Alcohol   | 30.99 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment   | 25.24 |
| Counselor   |       |
| 13000 - Information And Arts  |       |
| Occupations<br>13011 - Exhibits Specialist I                                | 26.35 |
| 13012 - Exhibits Specialist II  | 32.65 |
| 13012 - Exhibits Specialist II<br>13013 - Exhibits Specialist III           | 40.66 |
| 13013 - Exhibits Specialist III<br>13041 - Illustrator I                    | 40.66 |
| 13041 - Illustrator I<br>13042 - Illustrator II                             | 35.08 |
| 13042 - Illustrator II<br>13043 - Illustrator III                           | 44.73 |
| 13043 - Librarian   | 37.25 |
| LOVI, ELECTRICE   | 51.25 |

| 12050 Tibrary Nida (Clark                                 |      |    | 15.79 |
|---|------|----|-------|
| 13050 - Library Aide/Clerk<br>13054 - Library Information |      |    | 32.65 |
| -   |      |    | 52.05 |
| Technology Systems<br>Administrator                       |      |    |       |
|   |      |    | 07 06 |
| 13058 - Library Technician                                |      |    | 27.26 |
| 13061 - Media Specialist I                                |      |    | 23.01 |
| 13062 - Media Specialist II                               |      |    | 25.63 |
| 13063 - Media Specialist III                              |      |    | 28.45 |
| 13071 - Photographer I                                    |      |    | 20.66 |
| 13072 - Photographer II                                   |      |    | 24.10 |
| 13073 - Photographer III                                  |      |    | 32.88 |
| 13074 - Photographer IV                                   |      |    | 44.26 |
| 13075 - Photographer V                                    |      |    | 50.85 |
| 13090 - Technical Order Library                           |      |    | 19.14 |
| Clerk   |      |    |       |
| 13110 - Video Teleconference                              |      |    | 27.91 |
| Technician  |      |    |       |
| 14000 - Information Technology                            |      |    |       |
| Occupations   |      |    |       |
| 14041 - Computer Operator I                               |      |    | 22.89 |
| 14042 - Computer Operator II                              |      |    | 25.62 |
| 14043 - Computer Operator III                             |      |    | 28.57 |
| 14044 - Computer Operator IV                              |      |    | 31.75 |
| 14045 - Computer Operator V                               |      |    | 35.13 |
| 14071 - Computer Programmer I                             | (see | 1) | 27.56 |
| 14072 - Computer Programmer II                            | (see | 1) |       |
| 14073 - Computer Programmer III                           | (see | 1) |       |
| 14074 - Computer Programmer IV                            | (see | 1) |       |
| 14101 - Computer Systems Analyst I                        | (see | 1) |       |
| 14102 - Computer Systems Analyst II                       | (see | 1) |       |
| 14103 - Computer Systems Analyst III                      | (see | 1) |       |
| 14150 - Peripheral Equipment                              |      |    | 22.89 |
| Operator  |      |    |       |
| 14160 - Personal Computer Support                         |      |    | 31.75 |
| Technician  |      |    |       |
| 14170 - System Support Specialist                         |      |    | 42.69 |
| 15000 - Instructional Occupations                         |      |    |       |
| 15010 - Aircrew Training Devices                          |      |    | 39.54 |
| Instructor (Non-Rated)                                    |      |    |       |
| 15020 - Aircrew Training Devices                          |      |    | 43.75 |
| Instructor (Rated)  |      |    | -     |
| 15030 - Air Crew Training Devices                         |      |    | 52.46 |
| Instructor (Pilot)  |      |    |       |
| 15050 - Computer Based Training                           |      |    | 39.54 |
| Specialist / Instructor                                   |      |    |       |
| 15060 - Educational Technologist                          |      |    | 52.02 |
| 15070 - Flight Instructor (Pilot)                         |      |    | 52.02 |
| 15080 - Graphic Artist                                    |      |    | 32.92 |
| TOADA GLADUIC WILLSC                                      |      |    | 52.92 |

| 15085 - Maintenance Test Pilot Fixed                              | 45.90  |
|---|--------|
| Jet/Prop  | 10,000 |
| 15086 - Maintenance Test Pilot                                    | 45.90  |
| Rotary Wing   | 10.90  |
| 15088 - Non-Maintenance Test/Co-                                  | 45.90  |
| Pilot   | 10.90  |
| 15090 - Technical Instructor                                      | 27.17  |
| 15090 - Technical Instructor/Course                               | 32.55  |
| •   | 32.33  |
| Developer   | 01 40  |
| 15110 - Test Proctor  | 21.49  |
| 15120 - Tutor   | 21.49  |
| 16000 - Laundry Dry-Cleaning Pressing                             |        |
| And Related Occupations   | 10.00  |
| 16010 - Assembler   | 13.23  |
| 16030 - Counter Attendant   | 13.23  |
| 16040 - Dry Cleaner   | 15.11  |
| 16070 - Finisher Flatwork Machine                                 | 13.23  |
| 16090 - Presser Hand  | 13.23  |
| 16110 - Presser Machine Drycleaning                               | 13.23  |
| 16130 - Presser Machine Shirts                                    | 13.23  |
| 16160 - Presser Machine Wearing                                   | 13.23  |
| Apparel Laundry   |        |
| 16190 - Sewing Machine Operator                                   | 15.93  |
| 16220 - Tailor  | 16.79  |
| 16250 - Washer Machine  | 13.86  |
| 19000 - Machine Tool Operation And                                |        |
| Repair Occupations  |        |
| 19010 - Machine-Tool Operator (Tool                               | 29.99  |
| Room)   |        |
| 19040 - Tool And Die Maker  | 34.84  |
| 21000 - Materials Handling And Packing                            |        |
| Occupations   |        |
| 21020 - Forklift Operator   | 18.26  |
| 21030 - Material Coordinator                                      | 23.51  |
| 21040 - Material Expediter  | 23.51  |
| 21050 - Material Handling Laborer                                 | 16.25  |
| 21071 - Order Filler  | 14.53  |
| 21080 - Production Line Worker (Food                              | 18.26  |
| Processing)   | 10.10  |
| 21110 - Shipping Packer   | 17.86  |
| 21130 - Shipping/Receiving Clerk                                  | 17.86  |
| 21140 - Store Worker I  | 15.53  |
| 21140 - Store Worker 1<br>21150 - Stock Clerk                     | 20.79  |
| 21210 - Tools And Parts Attendant                                 | 18.26  |
| 21210 - Tools And Parts Attendant<br>21410 - Warehouse Specialist |        |
|   | 18.26  |
| 23000 - Mechanics And Maintenance And                             |        |
| Repair Occupations  | 20.00  |
| 23010 - Aerospace Structural Welder                               | 28.92  |

| 23019 - Aircraft Logs and Records    | 25.77 |
|--------------------------------------|-------|
| Technician                           |       |
| 23021 - Aircraft Mechanic I          | 27.95 |
| 23022 - Aircraft Mechanic II         | 28.92 |
| 23023 - Aircraft Mechanic III        | 30.09 |
| 23040 - Aircraft Mechanic Helper     | 24.00 |
| 23050 - Aircraft Painter             | 26.87 |
| 23060 - Aircraft Servicer            | 25.77 |
| 23070 - Aircraft Survival Flight     | 26.87 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 26.54 |
| 23091 - Aircrew Life Support         | 26.54 |
| Equipment (ALSE) Mechanic<br>I       |       |
| 23092 - Aircrew Life Support         | 27.95 |
| Equipment (ALSE) Mechanic            |       |
| II                                   |       |
| 23110 - Appliance Mechanic           | 30.67 |
| 23120 - Bicycle Repairer             | 26.99 |
| 23125 - Cable Splicer                | 50.86 |
| 23130 - Carpenter Maintenance        | 29.55 |
| 23140 - Carpet Layer                 | 29.39 |
| 23160 - Electrician Maintenance      | 36.84 |
| 23181 - Electronics Technician       | 32.44 |
| Maintenance I                        |       |
| 23182 - Electronics Technician       | 33.85 |
| Maintenance II                       |       |
| 23183 - Electronics Technician       | 35.22 |
| Maintenance III                      |       |
| 23260 - Fabric Worker                | 28.25 |
| 23290 - Fire Alarm System Mechanic   | 30.13 |
| 23310 - Fire Extinguisher Repairer   | 26.99 |
| 23311 - Fuel Distribution System     | 38.34 |
| Mechanic                             |       |
| 23312 - Fuel Distribution System     | 32.68 |
| Operator                             |       |
| 23370 - General Maintenance Worker   | 24.67 |
| 23380 - Ground Support Equipment     | 27.95 |
| Mechanic                             |       |
| 23381 - Ground Support Equipment     | 25.77 |
| Servicer                             |       |
| 23382 - Ground Support Equipment     | 26.54 |
| Worker                               |       |
| 23391 - Gunsmith I                   | 26.99 |
| 23392 - Gunsmith II                  | 29.39 |
| 23393 - Gunsmith III                 | 31.91 |
| 23410 - Heating Ventilation And Air- | 30.36 |
| -                                    |       |
| Conditioning                         |       |

| 23411 - Heating Ventilation And Air                  | 31.54  |
|--|--------|
| Contidioning   |        |
| Mechanic (Research Facility)                         |        |
| 23430 - Heavy Equipment Mechanic                     | 27.66  |
| 23440 - Heavy Equipment Operator                     | 34.14  |
| 23460 - Instrument Mechanic                          | 31.91  |
| 23465 - Laboratory/Shelter Mechanic                  | 30.67  |
| 23470 - Laborer                                      | 14.91  |
| 23510 - Locksmith                                    | 31.57  |
| 23530 - Machinery Maintenance                        | 30.15  |
| Mechanic   |        |
| 23550 - Machinist Maintenance                        | 23.44  |
| 23580 - Maintenance Trades Helper                    | 17.62  |
| 23591 - Metrology Technician I                       | 31.91  |
| 23592 - Metrology Technician II                      | 33.02  |
| 23593 - Metrology Technician III                     | 34.35  |
| 23640 - Millwright                                   | 31.91  |
| 23710 - Office Appliance Repairer                    | 23.14  |
| 23760 - Painter Maintenance                          | 25.03  |
| 23790 - Pipefitter Maintenance                       | 39.87  |
| 23810 - Plumber Maintenance                          | 38.32  |
| 23820 - Pneudraulic Systems Mechanic                 | 31.91  |
| 23850 - Rigger                                       | 31.91  |
| 23870 - Scale Mechanic                               | 29.39  |
| 23890 - Sheet-Metal Worker                           | 29.16  |
| Maintenance  | 2.7.10 |
| 23910 - Small Engine Mechanic                        | 26.00  |
| 23931 - Telecommunications Mechanic                  | 32.51  |
| I  | 52.51  |
| 23932 - Telecommunications Mechanic                  | 33.64  |
| II   | 55.04  |
| 23950 - Telephone Lineman                            | 31.91  |
| 23960 - Welder Combination                           | 23.39  |
| Maintenance  | 23.39  |
| 23965 - Well Driller                                 | 31.91  |
| 23970 - Woodcraft Worker                             | 31.91  |
| 23980 - Woodworker                                   | 26.99  |
| 24000 - Personal Needs Occupations                   | 20.99  |
| 24550 - Case Manager                                 | 18.98  |
| 24550 - Case Manager<br>24570 - Child Care Attendant | 13.78  |
|  |        |
| 24580 - Child Care Center Clerk                      | 18.20  |
| 24610 - Chore Aide                                   | 13.76  |
| 24620 - Family Readiness And Support                 | 18.98  |
| Services   |        |
| Coordinator  |        |
| 24630 - Homemaker                                    | 24.30  |
| 25000 - Plant And System Operations                  |        |
| Occupations  |        |
| 25010 - Boiler Tender                                | 31.93  |
|  |        |

| 25070 - Stationary Engineer       31.93         25190 - Ventilation Equipment Tender       27.59         25210 - Water Treatment Plant       32.89         Operator       27.000 - Protective Service Occupations         27000 - Protective Service Occupations       24.35         27007 - Baggage Inspector       17.98         27008 - Corrections Officer       36.85         27010 - Court Security Officer       36.85         27010 - Detention Officer       36.85         27010 - Firefighter       36.85         27010 - Guard I       17.98         27102 - Guard II       20.36         27131 - Police Officer I       33.15         28000 - Recreation Occupations       28041 - Cannival Equipment Operator       17.28         28041 - Cannival Equipment Repairer       18.13         28042 - Cannival Worker       13.75         2810 - Becreation Aide/Health       18.98         Facility Attendant       26.20         28510 - Park Attendant/Gate Tender       19.73         29000 - Stevedoring/Longshoremen       26.20         28510 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39 </th <th>25040 - Source Plant Operator</th> <th>32.89</th> | 25040 - Source Plant Operator        | 32.89 |
|---|--------------------------------------|-------|
| 25190 - Ventilation Equipment Tender       27.59         25210 - Water Treatment Plant       32.88         Operator       27.000 - Protective Service Occupations         27000 - Protective Service Occupations       24.35         27007 - Baggage Inspector       17.98         27008 - Corrections Officer       36.85         27010 - Court Security Officer       36.85         27030 - Detection Dog Handler       20.36         27040 - Detention Officer       36.85         27010 - Guard I       17.98         27102 - Guard I       20.36         27131 - Police Officer I       33.15         27132 - Police Officer II       36.85         28000 - Recreation Occupations       28041 - Cannival Equipment Operator       17.28         28041 - Carnival Equipment Repairer       18.13         28043 - Carnival Korker       13.75         2810 - Lifeguard       13.33         28310 - Lifeguard       13.93         28310 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29010 - Blocker And Bracer       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Stevedore II       28.25   |                                      |       |
| 25210 - Water Treatment Plant         32.89           Operator         27000 - Protective Service Occupations           27000 - Alarm Monitor         24.35           27007 - Baggage Inspector         17.98           27008 - Corrections Officer         36.85           27010 - Court Security Officer         36.85           27030 - Detection Dog Handler         20.36           27040 - Detention Officer         36.85           27010 - Firefighter         36.85           27101 - Guard I         17.98           27131 - Police Officer I         30.85           28000 - Recreation Occupations         28042           28042 - Carnival Equipment Operator         17.28           28043 - Carnival Equipment Repairer         18.13           28043 - Carnival Worker         13.93           28350 - Park Attendant/Gate Tender         18.91           28510 - Recreation Aide/Health         18.98           Facility Attendant         26.20           28630 - Sports Official         16.84           28690 - Swimming Pool Operator         29.39           29010 - Blocker And Bracer         29.39           29030 - Line Handler         29.39           29030 - Line Handler         29.39           29041 - Stevedore I         <                                     |                                      |       |
| Operator           27000 - Protective Service Occupations           27004 - Alarm Monitor         24.35           27007 - Baggage Inspector         17.98           27008 - Corrections Officer         36.85           27010 - Court Security Officer         36.85           27040 - Detention Officer         36.85           27070 - Firefighter         36.85           27010 - Guard I         20.36           27131 - Police Officer I         33.15           27132 - Police Officer II         36.85           28000 - Recreation Occupations         28041 - Carnival Equipment Operator         17.28           28042 - Carnival Equipment Repairer         18.13         28043 - Carnival Worker         18.91           28100 - Lifeguard         13.93         28350 - Park Attendant/Gate Tender         18.91           28100 - Lifeguard         13.93         28350 - Park Attendant (Aide)         21.15           28515 - Recreation Specialist         26.20         28630 - Syorts Official         16.84           28600 - Swimming Pool Operator         19.73         29000 - Stevedoring/Longshoremen         29.39           29020 - Hatch Tender         29.39         29.39         29.39           29030 - Line Handler         29.39         29.39           29041 |                                      |       |
| 27000 - Protective Service Occupations         27004 - Alarm Monitor       24.35         27007 - Baggage Inspector       36.85         27008 - Corrections Officer       36.85         27010 - Court Security Officer       36.85         27000 - Detention Officer       36.85         27000 - Detention Officer       36.85         27010 - Detention Officer       36.85         27010 - Guard I       17.98         27132 - Guard II       20.36         27131 - Police Officer I       33.15         27132 - Police Officer II       36.85         28001 - Carnival Equipment Operator       17.28         28042 - Carnival Equipment Repairer       18.13         28043 - Carnival Worker       13.75         2810 - Lifeguard       13.93         28350 - Park Attendant/Gate Tender       18.91         2810 - Lifeguard       18.91         28515 - Recreation Specialist       26.20         28630 - Symming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         29010 - Blocker And Bracer       29.39         29030 - Line Handler       29.39         29030 - Line Handler       29.39         29031 - Stevedore II       30.67         30010   |                                      | 32.09 |
| 27004 - Alarm Monitor       24.35         27007 - Baggage Inspector       17.98         27008 - Corrections Officer       36.85         27010 - Court Security Officer       36.85         27030 - Detection Dog Handler       20.36         27040 - Detention Officer       36.85         27010 - Guard I       17.98         27101 - Guard I       17.98         27102 - Guard II       20.36         27131 - Police Officer I       36.85         28000 - Recreation Occupations       2         28041 - Carnival Equipment Operator       17.28         28042 - Carnival Equipment Repairer       18.13         28043 - Carnival Worker       13.75         28210 - Gate Attendant/Gate Tender       18.91         28515 - Recreation Aide/Health       18.98         Facility Attendant       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29010 - Stevedore I       28.25         29042 - Stevedore II       30.67         30010 - Air Traffic Control (see 2)       32.10         Specialist Catter (HFO)       30.11 - Air Traffic Control <th>-</th> <th></th>   | -                                    |       |
| 27007 - Baggage Inspector       17.98         27008 - Corrections Officer       36.85         27010 - Court Security Officer       36.85         27030 - Detection Dog Handler       20.36         27040 - Detention Officer       36.85         27070 - Firefighter       36.85         27101 - Guard I       17.98         27132 - Guard II       20.36         27132 - Police Officer I       33.15         27132 - Police Officer II       36.85         28001 - Recreation Occupations       28041 - Carnival Equipment Operator       17.28         28042 - Carnival Equipment Repairer       18.13       28043 - Carnival Worker       13.75         2810 - Gate Attendant/Gate Tender       18.91       2810       21.15         28510 - Recreation Aide/Health       18.98       Facility Attendant       26.20         28630 - Sports Official       16.84       28690       29.39         29000 - Stevedoring/Longshoremen       29.39       2933       29.39         29010 - Blocker And Bracer       29.39       29.39       29.39         29020 - Hatch Tender       29.39       29.39       29.39         29010 - Stevedore I       28.25       29.42       Stevedore I       28.25         29042 - Stevedore II   | -                                    | 24 25 |
| 27008 - Corrections Officer       36.85         27010 - Court Security Officer       36.85         27030 - Detection Dog Handler       20.36         27040 - Detention Officer       36.85         27070 - Firefighter       36.85         27101 - Guard I       17.98         27132 - Guard II       20.36         27132 - Police Officer II       33.15         27132 - Police Officer II       36.85         28041 - Carnival Equipment Operator       17.28         28042 - Carnival Equipment Repairer       18.13         28043 - Carnival Worker       13.75         2810 - Lifeguard       13.93         28350 - Park Attendant (Aide)       21.15         28510 - Recreation Aide/Health       18.98         Facility Attendant       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       28.25         29041 - Stevedore I       28.25         29042 - Stevedore II       30.67         30010 - Air Traffic Control       (see 2)       32.10         Specialist Center (HFO)       30.67 <t< th=""><th></th><th></th></t<>   |                                      |       |
| 27010 - Court Security Officer       36.85         27030 - Detection Dog Handler       20.36         27040 - Detention Officer       36.85         27070 - Firefighter       36.85         27101 - Guard I       17.98         27102 - Guard II       20.36         27131 - Police Officer I       33.15         27132 - Police Officer II       36.85         28000 - Recreation Occupations       17.28         28041 - Carnival Equipment Operator       17.28         28042 - Carnival Equipment Repairer       18.13         28043 - Carnival Worker       13.75         2810 - Gate Attendant/Gate Tender       18.91         28310 - Lifeguard       13.93         28510 - Recreation Aide/Health       18.98         Pacility Attendant       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29041 - Stevedore II       28.25         29042 - Stevedore II       30.67         30010 - Air Traffic Control       (see 2)       32.10         Specialist Center (HFO)       30.67 </th <th></th> <th></th>  |                                      |       |
| 27030 - Detection Dog Handler       20.36         27040 - Detention Officer       36.85         27070 - Firefighter       36.85         27101 - Guard I       17.98         27102 - Guard II       20.36         27131 - Police Officer I       33.15         27132 - Police Officer II       36.85         28000 - Recreation Occupations       28041 - Carnival Equipment Operator       17.28         28042 - Carnival Equipment Repairer       18.13         28043 - Carnival Worker       13.75         2810 - Gate Attendant/Gate Tender       18.91         28510 - Recreation Aide/Health       18.98         Facility Attendant       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         29010 - Blocker And Bracer       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore II       30.65         30010 - Air Traffic Control       (see 2)       32.10         Specialist Center (HFO)       30012 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       30022 - Archeological Technician II       20.29  |                                      |       |
| 27040 - Detention Officer       36.85         27070 - Firefighter       36.85         27101 - Guard I       17.98         27102 - Guard II       20.36         27131 - Police Officer I       33.15         27132 - Police Officer II       36.85         28000 - Recreation Occupations       17.28         28041 - Carnival Equipment Operator       17.28         28042 - Carnival Equipment Repairer       18.13         28043 - Carnival Worker       13.75         28210 - Gate Attendant/Gate Tender       18.91         28350 - Park Attendant (Aide)       21.15         28510 - Recreation Aide/Health       18.98         Facility Attendant       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       28.25         29042 - Stevedore I       28.25         29042 - Stevedore I       30.67         30010 - Air Traffic Control (see 2)       36.35         Specialist Center (HFO)       30.11         30011 - Air Traffic Control       35.35  | -                                    |       |
| 27070 - Firefighter       36.85         27102 - Guard I       17.98         27102 - Guard II       20.36         27131 - Police Officer I       33.15         27132 - Police Officer II       36.85         28000 - Recreation Occupations       17.28         28041 - Carnival Equipment Operator       17.28         28042 - Carnival Equipment Repairer       18.13         28043 - Carnival Worker       13.75         2810 - Gate Attendant/Gate Tender       18.91         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       21.15         28510 - Recreation Aide/Health       18.98         Facility Attendant       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29010 - Blocker And Bracer       29.39         29010 - Blocker And Bracer       29.39         29010 - Blocker And Bracer       29.39         29010 - Stevedore I       30.67         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       30.11       Air Traffic Control       35.35         30011 - Air Traffic Control       (see 2)       30.21         30021 - Air Traffic Control       35.35<   | -                                    |       |
| 27101 - Guard I       17.98         27102 - Guard II       20.36         27131 - Police Officer I       33.15         27132 - Police Officer II       36.85         28000 - Recreation Occupations       17.28         28041 - Carnival Equipment Operator       17.28         28042 - Carnival Equipment Repairer       18.13         28043 - Carnival Worker       13.93         2810 - Gate Attendant/Gate Tender       18.91         28310 - Lifeguard       13.93         28510 - Recreation Aide/Health       18.98         Facility Attendant       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         29010 - Blocker And Bracer       29.39         29010 - Blocker And Bracer       29.39         29010 - Stevedore I       30.67         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       30.11       Air Traffic Control       35.35         Specialist Station (HFO)       30.021       30.22       32.10         30021 - Air Traffic Control       (see 2)       32.31         30021 - Air Traffic Control       35.35       35.35     <  |                                      |       |
| 27102 - Guard II       20.36         27131 - Police Officer I       33.15         27132 - Police Officer II       36.85         28000 - Recreation Occupations       36.85         28041 - Carnival Equipment Operator       17.28         28042 - Carnival Equipment Repairer       18.13         28043 - Carnival Worker       13.75         28210 - Gate Attendant/Gate Tender       18.91         28350 - Park Attendant (Aide)       21.15         28510 - Recreation Aide/Health       18.98         Facility Attendant       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       00         Occupational Services       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       28.25         29041 - Stevedore II       30.67         30000 - Technical Occupations       30.67         30010 - Air Traffic Control (see 2)       46.55         Specialist Center (HFO)       30.67         30011 - Air Traffic Control (see 2)       32.10         Specialist Station (HFO)       30.11         30012 - Air Traffic Control (see 2)       32.10         Specialist Terminal (HFO) (see 2)       30.02.1         30021 - Ar   | -                                    |       |
| 27131 - Police Officer I       33.15         27132 - Police Officer II       36.85         28000 - Recreation Occupations   |                                      |       |
| 27132 - Police Officer II       36.85         28000 - Recreation Occupations       17.28         28041 - Carnival Equipment Operator       17.28         28042 - Carnival Equipment Repairer       18.13         28043 - Carnival Worker       13.75         282040 - Gate Attendant/Gate Tender       18.91         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       21.15         28510 - Recreation Aide/Health       18.98         Facility Attendant       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       28.25         29041 - Stevedore I       28.25         29042 - Stevedore II       30.67         30010 - Air Traffic Control       (see 2)       32.10         Specialist Center (HFO)       30.11 - Air Traffic Control       35.35         Specialist Station (HFO)       35.35       35         Specialist Terminal (HFO) (see 2)       30021 - Archeological Technician I       20.29         30022 - Archeological Technician III       27.75  |                                      |       |
| 28000 - Recreation Occupations       17.28         28041 - Carnival Equipment Operator       17.28         28042 - Carnival Equipment Repairer       18.13         28043 - Carnival Worker       13.75         28210 - Gate Attendant/Gate Tender       18.91         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       21.15         28510 - Recreation Aide/Health       18.98         Facility Attendant       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       30.67         30010 - Air Traffic Control       (see 2)       32.10         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       30.21 - Air Traffic Control       35.35         Specialist Terminal (HFO) (see 2)       30021 - Archeological Technician II       20.29         30022 - Archeological Technician III       20.29       30023 - Archeological Technician III       27.27   |                                      |       |
| 28041 - Carnival Equipment Operator       17.28         28042 - Carnival Equipment Repairer       18.13         28043 - Carnival Worker       13.75         28210 - Gate Attendant/Gate Tender       18.91         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       21.15         28510 - Recreation Aide/Health       18.98         Facility Attendant       16.84         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       28.25         29041 - Stevedore I       30.67         30010 - Air Traffic Control       (see 2)       32.10         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       30.12 - Air Traffic Control       35.35         Specialist Terminal (HFO) (see 2)       30021 - Archeological Technician I       20.29         30022 - Archeological Technician II       20.29       30022 - Archeological Technician III       27.27         30030 - Cartographic Technician III       27.75       30.30       37.75                                  |                                      | 36.85 |
| 28042 - Carnival Equipment Repairer       18.13         28043 - Carnival Worker       13.75         28210 - Gate Attendant/Gate Tender       18.91         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       21.15         28510 - Recreation Aide/Health       18.98         Facility Attendant       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         29010 - Blocker And Bracer       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore I       30.67         30000 - Technical Occupations       30.67         30010 - Air Traffic Control       (see 2)       32.10         Specialist Center (HFO)       30.11       30.12         30011 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       30.21       30.21         30021 - Archeological Technician I       20.29         30022 - Archeological Technician III       22.42         30030 - Cartographic Technician IIII       27.27  | -                                    |       |
| 28043 - Carnival Worker       13.75         28210 - Gate Attendant/Gate Tender       18.91         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       21.15         28510 - Recreation Aide/Health       18.98         Facility Attendant       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore I       30.67         30010 - Technical Occupations       30.67         30011 - Air Traffic Control (see 2)       32.10         Specialist Station (HFO)       30.21         30021 - Air Traffic Control (see 2)       32.10         Specialist Terminal (HFO) (see 2)       30.21         30021 - Air Traffic Control 2       20.29         30022 - Archeological Technician I       20.29         30023 - Archeological Tec   |                                      |       |
| 28210 - Gate Attendant/Gate Tender       18.91         28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       21.15         28510 - Recreation Aide/Health       18.98         Facility Attendant       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         Occupational Services       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore II       30.67         30000 - Technical Occupations       30.67         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       32.10         30011 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       35.35         Specialist Terminal (HFO) (see 2)       30.21       35.35         30021 - Archeological Technician II       20.29         30022 - Archeological Technician III       20.29         30023 - Archeological Technician III       27.27         30030 - Cartographic Technician III   |                                      |       |
| 28310 - Lifeguard       13.93         28350 - Park Attendant (Aide)       21.15         28510 - Recreation Aide/Health       18.98         Facility Attendant       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore II       30.67         30010 - Technical Occupations       30.67         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       30.11 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       35.35       35         30012 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       35.35         30012 - Air Traffic Control       35.35         Specialist Terminal (HFO) (see 2)       30.21       30.29         30022 - Archeological Technician II       20.29         30023 - Archeological Technician III       27.27         30030 - Cartographic Technician III       27.75   |                                      |       |
| 28350 - Park Attendant (Aide)21.1528510 - Recreation Aide/Health18.98Facility Attendant26.2028630 - Sports Official16.8428690 - Swimming Pool Operator19.7329000 - Stevedoring/Longshoremen0ccupational Services29010 - Blocker And Bracer29.3929020 - Hatch Tender29.3929030 - Line Handler29.3929041 - Stevedore I28.2529042 - Stevedore II30.6730000 - Technical Occupations30.6730010 - Air Traffic Control(see 2)30011 - Air Traffic Control(see 2)30012 - Air Traffic Control35.35Specialist Station (HFO)35.3530021 - Archeological Technician II20.2930022 - Archeological Technician III27.2730030 - Cartographic Technician III27.75  |                                      |       |
| 28510 - Recreation Aide/Health18.98Facility Attendant26.2028515 - Recreation Specialist26.2028630 - Sports Official16.8428690 - Swimming Pool Operator19.7329000 - Stevedoring/Longshoremen29.39Occupational Services29.3929010 - Blocker And Bracer29.3929020 - Hatch Tender29.3929030 - Line Handler29.3929041 - Stevedore I28.2529042 - Stevedore II30.6730000 - Technical Occupations30.6730010 - Air Traffic Control(see 2)30011 - Air Traffic Control(see 2)30012 - Air Traffic Control35.35Specialist Station (HFO)35.35Specialist Terminal (HFO) (see 2)35.3530021 - Archeological Technician II20.2930022 - Archeological Technician III27.2730030 - Cartographic Technician III27.75  | -                                    |       |
| Facility Attendant       26515 - Recreation Specialist       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         Occupational Services       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore II       30.67         30010 - Technical Occupations       30.67         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       30.535       35       35.35         Specialist Terminal (HFO) (see 2)       30.21       30.21       Archeological Technician II       20.29         30022 - Archeological Technician III       22.42       30023 - Archeological Technician III       27.27         30030 - Cartographic Technician III       27.27       27.75   |                                      |       |
| 28515 - Recreation Specialist       26.20         28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore II       30.67         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       3011 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       30.35       35.35         Specialist Terminal (HFO) (see 2)       30.21       Archeological Technician II       20.29         30022 - Archeological Technician III       22.42       30023 - Archeological Technician III       27.27         30030 - Cartographic Technician III       27.75   |                                      | 18.98 |
| 28630 - Sports Official       16.84         28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       29.73         Occupational Services       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore II       30.67         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       35.35       35         Specialist Terminal (HFO) (see 2)       30.21 - Archeological Technician I       20.29         30022 - Archeological Technician III       22.42         30023 - Archeological Technician III       27.27         30030 - Cartographic Technician III       27.75  | -                                    |       |
| 28690 - Swimming Pool Operator       19.73         29000 - Stevedoring/Longshoremen       2900         Occupational Services       29.39         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore II       30.67         30000 - Technical Occupations       30.67         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       30012 - Air Traffic Control       35.35         Specialist Terminal (HFO) (see 2)       30.21       30.21         30021 - Archeological Technician II       20.29         30022 - Archeological Technician III       22.42         30030 - Cartographic Technician IIII       27.75   | -                                    |       |
| 29000 - Stevedoring/Longshoremen         Occupational Services         29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore II       30.67         30000 - Technical Occupations       30.67         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       30012 - Air Traffic Control       (see 2)       32.10         Specialist Terminal (HFO) (see 2)       30.21       30.29       30.29         30021 - Archeological Technician I       20.29       20.29         30022 - Archeological Technician III       22.42       20.29         30030 - Cartographic Technician III       27.75   |                                      |       |
| Occupational Services       29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore II       30.67         30000 - Technical Occupations       30.67         30010 - Air Traffic Control       (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       32.10         Specialist Station (HFO)       30012 - Air Traffic Control       35.35         Specialist Terminal (HFO) (see 2)       30.21       35.35         30021 - Archeological Technician II       20.29         30023 - Archeological Technician III       22.42         30030 - Cartographic Technician IIII       27.75  |                                      | 19.73 |
| 29010 - Blocker And Bracer       29.39         29020 - Hatch Tender       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore II       30.67         30000 - Technical Occupations       30.67         30010 - Air Traffic Control (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)       32.10         Specialist Station (HFO)       35.35         Specialist Terminal (HFO) (see 2)       35.35         30021 - Archeological Technician II       20.29         30022 - Archeological Technician III       22.42         30030 - Cartographic Technician III       27.27   |                                      |       |
| 29020 - Hatch Tender       29.39         29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore II       30.67         30000 - Technical Occupations       30.67         30010 - Air Traffic Control (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)       32.10         Specialist Station (HFO)       35.35         Specialist Terminal (HFO) (see 2)       35.35         30021 - Archeological Technician I       20.29         30022 - Archeological Technician III       22.42         30030 - Cartographic Technician       27.75   |                                      |       |
| 29030 - Line Handler       29.39         29041 - Stevedore I       28.25         29042 - Stevedore II       30.67         30000 - Technical Occupations       30.67         30010 - Air Traffic Control (see 2)       46.55         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)       32.10         Specialist Station (HFO)       30012 - Air Traffic Control (see 2)       32.10         Specialist Terminal (HFO) (see 2)       35.35         Specialist Terminal (HFO) (see 2)       30.22         30021 - Archeological Technician II       20.29         30022 - Archeological Technician III       22.42         30030 - Cartographic Technician III       27.75   |                                      |       |
| 29041 - Stevedore I28.2529042 - Stevedore II30.6730000 - Technical Occupations30.1030010 - Air Traffic Control (see 2)46.55Specialist Center (HFO)30011 - Air Traffic Control (see 2)32.10Specialist Station (HFO)30012 - Air Traffic Control (see 2)35.35Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.2930022 - Archeological Technician III22.4230023 - Archeological Technician III27.2730030 - Cartographic Technician27.75  |                                      |       |
| 29042 - Stevedore II30.6730000 - Technical Occupations30010 - Air Traffic Control (see 2)46.55Specialist Center (HFO)30011 - Air Traffic Control (see 2)32.10Specialist Station (HFO)30012 - Air Traffic Control 35.3535.35Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.2930022 - Archeological Technician III22.4230023 - Archeological Technician III27.2730030 - Cartographic Technician27.75   |                                      |       |
| 30000 - Technical Occupations30010 - Air Traffic Control(see 2)46.55Specialist Center (HFO)30011 - Air Traffic Control(see 2)32.10Specialist Station (HFO)30012 - Air Traffic Control35.35Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.2930022 - Archeological Technician III22.4230023 - Archeological Technician III27.2730030 - Cartographic Technician27.75  |                                      |       |
| 30010 - Air Traffic Control(see 2)46.55Specialist Center (HFO)30011 - Air Traffic Control(see 2)32.10Specialist Station (HFO)30012 - Air Traffic Control35.35Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.2930022 - Archeological Technician III22.4230023 - Archeological Technician III27.2730030 - Cartographic Technician27.75   |                                      | 30.67 |
| Specialist Center (HFO)30011 - Air Traffic Control(see 2)32.10Specialist Station (HFO)30012 - Air Traffic Control35.35Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.2930022 - Archeological Technician II22.4230023 - Archeological Technician III27.2730030 - Cartographic Technician27.75   |                                      |       |
| 30011 - Air Traffic Control(see 2)32.10Specialist Station (HFO)30012 - Air Traffic Control35.35Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.2930022 - Archeological Technician II22.4230023 - Archeological Technician III27.2730030 - Cartographic Technician27.75  |                                      | 46.55 |
| Specialist Station (HFO)30012 - Air Traffic Control35.35Specialist Terminal (HFO) (see 2)20.2930021 - Archeological Technician I20.2930022 - Archeological Technician III22.4230023 - Archeological Technician III27.2730030 - Cartographic Technician27.75   | -                                    |       |
| 30012 - Air Traffic Control35.35Specialist Terminal (HFO) (see 2)20.2930021 - Archeological Technician I20.2930022 - Archeological Technician II22.4230023 - Archeological Technician III27.2730030 - Cartographic Technician27.75  | 30011 - Air Traffic Control (see 2)  | 32.10 |
| Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.2930022 - Archeological Technician II22.4230023 - Archeological Technician III27.2730030 - Cartographic Technician27.75   |                                      |       |
| 30021 - Archeological Technician I20.2930022 - Archeological Technician II22.4230023 - Archeological Technician III27.2730030 - Cartographic Technician27.75  |                                      | 35.35 |
| 30022 - Archeological Technician II22.4230023 - Archeological Technician III27.2730030 - Cartographic Technician27.75   | -                                    |       |
| 30023 - Archeological Technician III27.2730030 - Cartographic Technician27.75   |                                      |       |
| 30030 - Cartographic Technician 27.75   |                                      | 22.42 |
|   | 30023 - Archeological Technician III | 27.27 |
|   | 30030 - Cartographic Technician      | 27.75 |
| SUU4U - CIVII Engineering Technician 27.21  | 30040 - Civil Engineering Technician | 27.21 |
| 30051 - Cryogenic Technician I 28.88  | 30051 - Cryogenic Technician I       | 28.88 |

| 30052 - Cryogenic Technician II       |       | 31.90 |
|---------------------------------------|-------|-------|
| 30061 - Drafter/CAD Operator I        |       | 19.69 |
| 30062 - Drafter/CAD Operator II       |       | 22.42 |
| 30063 - Drafter/CAD Operator III      |       | 24.89 |
| 30064 - Drafter/CAD Operator IV       |       | 30.53 |
| 30081 - Engineering Technician I      |       | 19.98 |
| 30082 - Engineering Technician II     |       | 22.47 |
| 30083 - Engineering Technician III    |       | 25.28 |
| 30084 - Engineering Technician IV     |       | 31.22 |
| 30085 - Engineering Technician V      |       | 38.08 |
| 30086 - Engineering Technician VI     |       | 46.34 |
| 30090 - Environmental Technician      |       | 26.08 |
| 30095 - Evidence Control Specialist   |       | 26.08 |
| 30210 - Laboratory Technician         |       | 22.20 |
| 30221 - Latent Fingerprint            |       | 28.88 |
| Technician I                          |       |       |
| 30222 - Latent Fingerprint            |       | 31.90 |
| Technician II                         |       |       |
| 30240 - Mathematical Technician       |       | 27.27 |
| 30361 - Paralegal/Legal Assistant I   |       | 23.36 |
| 30362 - Paralegal/Legal Assistant II  |       | 28.94 |
| 30363 - Paralegal/Legal Assistant     |       | 35.39 |
| III                                   |       |       |
| 30364 - Paralegal/Legal Assistant IV  |       | 42.84 |
| 30375 - Petroleum Supply Specialist   |       | 31.90 |
| 30390 - Photo-Optics Technician       |       | 27.27 |
| 30395 - Radiation Control Technician  |       | 31.90 |
| 30461 - Technical Writer I            |       | 27.77 |
| 30462 - Technical Writer II           |       | 33.96 |
| 30463 - Technical Writer III          |       | 41.09 |
| 30491 - Unexploded Ordnance (UXO)     |       | 29.58 |
| Technician I                          |       |       |
| 30492 - Unexploded Ordnance (UXO)     |       | 35.79 |
| Technician II                         |       |       |
| 30493 - Unexploded Ordnance (UXO)     |       | 42.90 |
| Technician III                        |       |       |
| 30494 - Unexploded (UXO) Safety       |       | 29.58 |
| Escort                                |       | 00 50 |
| 30495 - Unexploded (UXO) Sweep        |       | 29.58 |
| Personnel                             |       | 00 00 |
| 30501 - Weather Forecaster I          |       | 28.88 |
| 30502 - Weather Forecaster II         |       | 35.12 |
|                                       | ee 2) | 24.89 |
| Upper Air Or                          |       |       |
| Surface Programs                      |       | 07 07 |
| · · · · · · · · · · · · · · · · · · · | ee 2) | 27.27 |
| 31000 - Transportation/Mobile         |       |       |
| Equipment Operation Occupations       |       | 25 70 |
| 31010 - Airplane Pilot                |       | 35.79 |
|                                       |       |       |

| 31020 - Bus Aide                    | 19.82 |
|-------------------------------------|-------|
| 31030 - Bus Driver                  | 24.66 |
| 31043 - Driver Courier              | 17.18 |
| 31260 - Parking and Lot Attendant   | 12.56 |
| 31290 - Shuttle Bus Driver          | 17.80 |
| 31310 - Taxi Driver                 | 17.00 |
| 31361 - Truckdriver Light           | 17.80 |
| 31362 - Truckdriver Medium          | 19.73 |
| 31363 - Truckdriver Heavy           | 24.52 |
| 31364 - Truckdriver Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations   | 24.52 |
| 99020 - Cabin Safety Specialist     | 17.45 |
| 99030 - Cashier                     | 12.14 |
| 99050 - Desk Clerk                  | 15.13 |
| 99095 - Embalmer                    | 39.60 |
| 99130 - Flight Follower             | 29.58 |
| 99251 - Laboratory Animal Caretaker | 21.64 |
| I                                   | 21.01 |
| 99252 - Laboratory Animal Caretaker | 22.43 |
| II                                  | 22.10 |
| 99260 - Marketing Analyst           | 29.95 |
| 99310 - Mortician                   | 39.60 |
| 99410 - Pest Controller             | 18.35 |
| 99510 - Photofinishing Worker       | 15.55 |
| 99710 - Recycling Laborer           | 23.85 |
| 99711 - Recycling Specialist        | 27.02 |
| 99730 - Refuse Collector            | 21.51 |
| 99810 - Sales Clerk                 | 14.73 |
| 99820 - School Crossing Guard       | 20.13 |
| 99830 - Survey Party Chief          | 31.43 |
| 99831 - Surveying Aide              | 21.59 |
| 99832 - Surveying Technician        | 28.53 |
| 99840 - Vending Machine Attendant   | 21.97 |
| 99841 - Vending Machine Repairer    | 25.10 |
| 99842 - Vending Machine Repairer    | 21.97 |
| Helper                              |       |

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

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

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

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

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

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

(1) The application of systems analysis techniques and procedures including

consulting with users to determine hardware software or system functional specifications;

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

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

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

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

### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

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

### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent

information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4129

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 2015-4129 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: Connecticut

This wage determination is applicable to the following towns in LITCHFIELD COUNTY: Bethlehem Watertown Woodbury

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

| <b>OCCUPATION CODE - TITLE</b>     | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 17.75 |
| 01012 - Accounting Clerk II        |          | 19.93 |
| 01013 - Accounting Clerk III       |          | 22.29 |
| 01020 - Administrative Assistant   |          | 33.74 |
| 01035 - Court Reporter             |          | 20.47 |
| 01041 - Customer Service           |          | 14.98 |
| Representative I                   |          |       |

| 01042 - Customer Service<br>Representative II | 16.84   |
|---|---------|
| 01043 - Customer Service                      | 10 20   |
|   | 18.38   |
| Representative III                            | 1 - 1 - |
| 01051 - Data Entry Operator I                 | 15.17   |
| 01052 - Data Entry Operator II                | 16.56   |
| 01060 - Dispatcher Motor Vehicle              | 23.80   |
| 01070 - Document Preparation Clerk            | 16.31   |
| 01090 - Duplicating Machine Operator          | 16.31   |
| 01111 - General Clerk I                       | 15.33   |
| 01112 - General Clerk II                      | 16.72   |
| 01113 - General Clerk III                     | 18.77   |
| 01120 - Housing Referral Assistant            | 22.83   |
| 01141 - Messenger Courier                     | 14.44   |
| 01191 - Order Clerk I                         | 15.64   |
| 01192 - Order Clerk II                        | 18.40   |
| 01261 - Personnel Assistant                   | 18.32   |
| (Employment) I                                |         |
| 01262 - Personnel Assistant                   | 20.49   |
| (Employment) II                               |         |
| 01263 - Personnel Assistant                   | 22.85   |
| (Employment) III                              | 22.00   |
| 01270 - Production Control Clerk              | 22.72   |
| 01290 - Rental Clerk                          | 15.52   |
| 01300 - Scheduler Maintenance                 | 18.30   |
| 01311 - Secretary I                           | 18.30   |
|   |         |
| 01312 - Secretary II                          | 20.47   |
| 01313 - Secretary III                         | 22.83   |
| 01320 - Service Order Dispatcher              | 21.88   |
| 01410 - Supply Technician                     | 33.74   |
| 01420 - Survey Worker                         | 20.47   |
| 01460 - Switchboard                           | 17.33   |
| Operator/Receptionist                         | 1 1 0 0 |
| 01531 - Travel Clerk I                        | 14.08   |
| 01532 - Travel Clerk II                       | 15.32   |
| 01533 - Travel Clerk III                      | 16.71   |
| 01611 - Word Processor I                      | 16.31   |
| 01612 - Word Processor II                     | 18.30   |
| 01613 - Word Processor III                    | 20.47   |
| 05000 - Automotive Service Occupations        |         |
| 05005 - Automobile Body Repairer              | 21.89   |
| Fiberglass                                    |         |
| 05010 - Automotive Electrician                | 24.73   |
| 05040 - Automotive Glass Installer            | 23.70   |
| 05070 - Automotive Worker                     | 23.70   |
| 05110 - Mobile Equipment Servicer             | 21.79   |
| 05130 - Motor Equipment Metal                 | 25.76   |
| Mechanic                                      |         |
| 05160 - Motor Equipment Metal Worker          | 23.70   |
| ····  |         |

| 05190 - Motor Vehicle Mechanic       | 25.76 |
|--------------------------------------|-------|
| 05220 - Motor Vehicle Mechanic       | 20.71 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 22.79 |
| Worker                               |       |
| 05280 – Motor Vehicle Wrecker        | 23.70 |
| 05310 - Painter Automotive           | 24.73 |
| 05340 - Radiator Repair Specialist   | 23.70 |
| 05370 - Tire Repairer                | 19.28 |
| 05400 - Transmission Repair          | 25.76 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 15.73 |
| 07041 - Cook I                       | 18.92 |
| 07042 - Cook II                      | 20.58 |
| 07070 - Dishwasher                   | 12.26 |
| 07130 - Food Service Worker          | 12.78 |
| 07210 - Meat Cutter                  | 20.41 |
| 07260 - Waiter/Waitress              | 11.88 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 24.44 |
| 09040 - Furniture Handler            | 18.64 |
| 09080 - Furniture Refinisher         | 25.32 |
| 09090 - Furniture Refinisher Helper  | 21.21 |
| 09110 - Furniture Repairer Minor     | 23.34 |
| 09130 - Upholsterer                  | 24.44 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 13.84 |
| 11060 - Elevator Operator            | 16.74 |
| 11090 - Gardener                     | 21.05 |
| 11122 - Housekeeping Aide            | 17.18 |
| 11150 - Janitor                      | 17.18 |
| 11210 - Laborer Grounds Maintenance  | 17.59 |
| 11240 - Maid or Houseman             | 13.29 |
| 11260 - Pruner                       | 15.85 |
| 11270 - Tractor Operator             | 20.02 |
| 11330 - Trail Maintenance Worker     | 17.59 |
| 11360 - Window Cleaner               | 19.06 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 24.95 |
| 12011 - Breath Alcohol Technician    | 24.95 |
| 12012 - Certified Occupational       | 34.23 |
| Therapist Assistant                  |       |
| 12015 - Certified Physical Therapist | 34.27 |
| Assistant                            |       |
| 12020 - Dental Assistant             | 22.51 |

| 12025 - Dental Hygienist             | 46.48 |
|--------------------------------------|-------|
| 12030 - EKG Technician               | 35.06 |
| 12035 - Electroneurodiagnostic       | 35.06 |
| Technologist                         |       |
| 12040 - Emergency Medical Technician | 24.95 |
| 12071 - Licensed Practical Nurse I   | 22.31 |
| 12072 - Licensed Practical Nurse II  | 24.95 |
| 12073 - Licensed Practical Nurse III | 27.81 |
| 12100 - Medical Assistant            | 19.26 |
| 12130 - Medical Laboratory           | 25.18 |
| Technician                           |       |
| 12160 - Medical Record Clerk         | 22.07 |
| 12190 - Medical Record Technician    | 26.34 |
| 12195 - Medical Transcriptionist     | 19.83 |
| 12210 - Nuclear Medicine             | 54.83 |
| 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            | 24.95 |
| 12236 - Optical Technician           | 22.31 |
| 12250 - Pharmacy Technician          | 16.42 |
| 12280 - Phlebotomist                 | 22.31 |
| 12305 - Radiologic Technologist      | 32.10 |
| 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  | 30.91 |
| Testing)                             |       |
| 12320 - Substance Abuse Treatment    | 28.42 |
| Counselor                            |       |
| 13000 - Information And Arts         |       |
| Occupations                          |       |
| 13011 - Exhibits Specialist I        | 24.57 |
| 13012 - Exhibits Specialist II       | 30.45 |
| 13013 - Exhibits Specialist III      | 37.23 |
| 13041 - Illustrator I                | 24.57 |
| 13042 - Illustrator II               | 30.45 |
| 13043 - Illustrator III              | 37.23 |
| 13047 - Librarian                    | 33.70 |
| 13050 - Library Aide/Clerk           | 14.23 |
| 13054 - Library Information          | 30.43 |
| Technology Systems                   | 50.15 |
| Teemotogy by been b                  |       |

| Administrator                          |      |    |       |
|--|------|----|-------|
| 13058 - Library Technician             |      |    | 20.54 |
| 13061 - Media Specialist I             |      |    | 21.96 |
| 13062 - Media Specialist II            |      |    | 24.56 |
| 13063 - Media Specialist III           |      |    | 27.38 |
| 13071 - Photographer I                 |      |    | 21.96 |
| 13072 - Photographer II                |      |    | 24.56 |
| 13073 - Photographer III               |      |    | 30.43 |
| 13074 - Photographer IV                |      |    | 37.22 |
| 13075 - Photographer V                 |      |    | 45.03 |
| 13090 - Technical Order Library        |      |    | 17.87 |
| Clerk                                  |      |    |       |
| 13110 - Video Teleconference           |      |    | 21.96 |
| Technician                             |      |    |       |
| 14000 - Information Technology         |      |    |       |
| Occupations                            |      |    |       |
| 14041 - Computer Operator I            |      |    | 16.71 |
| 14042 - Computer Operator II           |      |    | 18.69 |
| 14043 - Computer Operator III          |      |    | 20.85 |
| 14044 - Computer Operator IV           |      |    | 24.21 |
| 14045 - Computer Operator V            |      |    | 26.82 |
| 14071 - Computer Programmer I          | (see | 1) | 24.15 |
| 14072 - Computer Programmer II (       | (see | 1) |       |
| 14073 - Computer Programmer III        | (see | 1) |       |
| 14074 - Computer Programmer IV (       | (see | 1) |       |
| 14101 - Computer Systems Analyst I     | (see | 1) |       |
| 14102 - Computer Systems Analyst II (  | (see | 1) |       |
| 14103 - Computer Systems Analyst III ( | (see | 1) |       |
| 14150 - Peripheral Equipment           |      |    | 16.71 |
| Operator                               |      |    |       |
| 14160 - Personal Computer Support      |      |    | 26.63 |
| Technician                             |      |    |       |
| 14170 - System Support Specialist      |      |    | 36.95 |
| 15000 - Instructional Occupations      |      |    |       |
| 15010 - Aircrew Training Devices       |      |    | 30.89 |
| Instructor (Non-Rated)                 |      |    |       |
| 15020 - Aircrew Training Devices       |      |    | 37.37 |
| Instructor (Rated)                     |      |    |       |
| 15030 - Air Crew Training Devices      |      |    | 44.79 |
| Instructor (Pilot)                     |      |    |       |
| 15050 - Computer Based Training        |      |    | 30.89 |
| Specialist / Instructor                |      |    |       |
| 15060 - Educational Technologist       |      |    | 36.20 |
| 15070 - Flight Instructor (Pilot)      |      |    | 44.79 |
| 15080 - Graphic Artist                 |      |    | 29.73 |
| 15085 - Maintenance Test Pilot Fixed   |      |    | 44.79 |
| Jet/Prop                               |      |    |       |
| 15086 - Maintenance Test Pilot         |      |    | 44.79 |
| Rotary Wing                            |      |    |       |

| 15088 - Non-Maintenance Test/Co-  | 44.79  |
|---|--|
| Pilot   | 44.79  |
| 15090 - Technical Instructor  | 24.06  |
| 15090 - Technical Instructor/Course   | 29.43  |
| Developer   | 27.45  |
| 15110 - Test Proctor  | 19.42  |
| 15120 - Tutor   | 19.42  |
| 16000 - Laundry Dry-Cleaning Pressing   | 17.12  |
| 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   | 27.75  |
| Room)   |  |
| 19040 - Tool And Die Maker  | 32.29  |
| 21000 - Materials Handling And Packing  |  |
| Occupations   |  |
| 21020 - Forklift Operator   | 18.46  |
| 21030 - Material Coordinator  | 22.72  |
| 21040 - Material Expediter  | 22.72  |
| 21050 - Material Handling Laborer   | 15.84  |
| 21071 - Order Filler  | 14.33  |
| 21080 - Production Line Worker (Food  | 18.46  |
| Processing)   |  |
|   |  |
| 21110 - Shipping Packer   | 17.99  |
| 21110 - Shipping Packer<br>21130 - Shipping/Receiving Clerk   | 17.99  |
| 21110 - Shipping Packer<br>21130 - Shipping/Receiving Clerk<br>21140 - Store Worker I   | 17.99<br>15.19   |
| 21110 - Shipping Packer<br>21130 - Shipping/Receiving Clerk<br>21140 - Store Worker I<br>21150 - Stock Clerk  | 17.99<br>15.19<br>20.41  |
| 21110 - Shipping Packer<br>21130 - Shipping/Receiving Clerk<br>21140 - Store Worker I<br>21150 - Stock Clerk<br>21210 - Tools And Parts Attendant   | 17.99<br>15.19<br>20.41<br>18.46                                     |
| <pre>21110 - Shipping Packer<br/>21130 - Shipping/Receiving Clerk<br/>21140 - Store Worker I<br/>21150 - Stock Clerk<br/>21210 - Tools And Parts Attendant<br/>21410 - Warehouse Specialist</pre>   | 17.99<br>15.19<br>20.41  |
| <pre>21110 - Shipping Packer<br/>21130 - Shipping/Receiving Clerk<br/>21140 - Store Worker I<br/>21150 - Stock Clerk<br/>21210 - Tools And Parts Attendant<br/>21410 - Warehouse Specialist<br/>23000 - Mechanics And Maintenance And</pre>   | 17.99<br>15.19<br>20.41<br>18.46                                     |
| <pre>21110 - Shipping Packer<br/>21130 - Shipping/Receiving Clerk<br/>21140 - Store Worker I<br/>21150 - Stock Clerk<br/>21210 - Tools And Parts Attendant<br/>21410 - Warehouse Specialist<br/>23000 - Mechanics And Maintenance And<br/>Repair Occupations</pre>  | 17.99<br>15.19<br>20.41<br>18.46<br>18.46                            |
| 21110 - Shipping Packer<br>21130 - Shipping/Receiving Clerk<br>21140 - Store Worker I<br>21150 - Stock Clerk<br>21210 - Tools And Parts Attendant<br>21410 - Warehouse Specialist<br>23000 - Mechanics And Maintenance And<br>Repair Occupations<br>23010 - Aerospace Structural Welder   | 17.99<br>15.19<br>20.41<br>18.46<br>18.46<br>28.72                   |
| <pre>21110 - Shipping Packer<br/>21130 - Shipping/Receiving Clerk<br/>21140 - Store Worker I<br/>21150 - Stock Clerk<br/>21210 - Tools And Parts Attendant<br/>21410 - Warehouse Specialist<br/>23000 - Mechanics And Maintenance And<br/>Repair Occupations<br/>23010 - Aerospace Structural Welder<br/>23019 - Aircraft Logs and Records</pre>  | 17.99<br>15.19<br>20.41<br>18.46<br>18.46                            |
| <pre>21110 - Shipping Packer<br/>21130 - Shipping/Receiving Clerk<br/>21140 - Store Worker I<br/>21150 - Stock Clerk<br/>21210 - Tools And Parts Attendant<br/>21410 - Warehouse Specialist<br/>23000 - Mechanics And Maintenance And<br/>Repair Occupations<br/>23010 - Aerospace Structural Welder<br/>23019 - Aircraft Logs and Records<br/>Technician</pre>                                 | 17.99<br>15.19<br>20.41<br>18.46<br>18.46<br>28.72<br>24.52          |
| <pre>21110 - Shipping Packer<br/>21130 - Shipping/Receiving Clerk<br/>21140 - Store Worker I<br/>21150 - Stock Clerk<br/>21210 - Tools And Parts Attendant<br/>21410 - Warehouse Specialist<br/>23000 - Mechanics And Maintenance And<br/>Repair Occupations<br/>23010 - Aerospace Structural Welder<br/>23019 - Aircraft Logs and Records<br/>Technician<br/>23021 - Aircraft Mechanic I</pre> | 17.99<br>15.19<br>20.41<br>18.46<br>18.46<br>28.72<br>24.52<br>27.73 |
| <pre>21110 - Shipping Packer<br/>21130 - Shipping/Receiving Clerk<br/>21140 - Store Worker I<br/>21150 - Stock Clerk<br/>21210 - Tools And Parts Attendant<br/>21410 - Warehouse Specialist<br/>23000 - Mechanics And Maintenance And<br/>Repair Occupations<br/>23010 - Aerospace Structural Welder<br/>23019 - Aircraft Logs and Records<br/>Technician</pre>                                 | 17.99<br>15.19<br>20.41<br>18.46<br>18.46<br>28.72<br>24.52          |

| 23040 - Aircraft Mechanic Helper                     | 22.29 |
|--|-------|
| 23050 - Aircraft Painter                             | 26.63 |
| 23060 - Aircraft Servicer                            | 24.52 |
| 23070 - Aircraft Survival Flight                     | 26.63 |
| Equipment Technician                                 |       |
| 23080 - Aircraft Worker                              | 25.42 |
| 23091 - Aircrew Life Support                         | 25.42 |
| Equipment (ALSE) Mechanic                            | 20112 |
| I  |       |
| 23092 - Aircrew Life Support                         | 27.73 |
| Equipment (ALSE) Mechanic                            | 21.15 |
|  |       |
| 23110 - Appliance Mechanic                           | 25.32 |
|  |       |
| 23120 - Bicycle Repairer                             | 22.32 |
| 23125 - Cable Splicer                                | 33.67 |
| 23130 - Carpenter Maintenance                        | 28.15 |
| 23140 - Carpet Layer                                 | 24.27 |
| 23160 - Electrician Maintenance                      | 31.60 |
| 23181 - Electronics Technician                       | 24.69 |
| Maintenance I  |       |
| 23182 - Electronics Technician                       | 25.76 |
| Maintenance II                                       |       |
| 23183 - Electronics Technician                       | 26.83 |
| Maintenance III                                      |       |
| 23260 - Fabric Worker                                | 23.34 |
| 23290 - Fire Alarm System Mechanic                   | 26.38 |
| 23310 - Fire Extinguisher Repairer                   | 22.32 |
| 23311 - Fuel Distribution System                     | 34.53 |
| Mechanic   |       |
| 23312 - Fuel Distribution System                     | 30.77 |
| Operator   |       |
| 23370 - General Maintenance Worker                   | 20.46 |
| 23380 - Ground Support Equipment                     | 27.73 |
| Mechanic   |       |
| 23381 - Ground Support Equipment                     | 24.52 |
| Servicer   |       |
| 23382 - Ground Support Equipment                     | 25.42 |
| Worker   | 20.12 |
| 23391 - Gunsmith I                                   | 22.32 |
| 23392 - Gunsmith II                                  | 24.27 |
| 23392 - Gunsmith III                                 | 26.38 |
|  | 29.36 |
| 23410 - Heating Ventilation And Air-<br>Conditioning | 29.30 |
| Mechanic   |       |
|  |       |
| 23411 - Heating Ventilation And Air                  | 30.42 |
| Contidioning   |       |
| Mechanic (Research Facility)                         |       |
| 23430 - Heavy Equipment Mechanic                     | 26.38 |
| 23440 - Heavy Equipment Operator                     | 29.21 |

| 23460 -   | Instrument Mechanic  | 26.38  |
|---|--|--|
| 23465 -   | Laboratory/Shelter Mechanic  | 25.32  |
|   | Laborer  | 14.73  |
| 23510 -   | Locksmith  | 25.32  |
| 23530 -   | Machinery Maintenance  | 33.35  |
| Mechanic  | _  |  |
| 23550 -   | Machinist Maintenance  | 22.84  |
| 23580 -   | Maintenance Trades Helper  | 21.21  |
| 23591 -   | Metrology Technician I   | 26.38  |
| 23592 -   | Metrology Technician II  | 27.33  |
| 23593 -   | Metrology Technician III   | 28.42  |
| 23640 -   | Millwright   | 26.38  |
| 23710 -   | Office Appliance Repairer  | 25.32  |
| 23760 -   | Painter Maintenance  | 21.76  |
| 23790 -   | Pipefitter Maintenance   | 29.36  |
| 23810 -   | Plumber Maintenance  | 28.19  |
| 23820 -   | Pneudraulic Systems Mechanic   | 26.38  |
| 23850 -   | Rigger   | 26.38  |
|   | Scale Mechanic   | 24.27  |
| 23890 -   | Sheet-Metal Worker   | 22.72  |
| Maintenan   | ce   |  |
| 23910 -   | Small Engine Mechanic  | 24.27  |
|   | Telecommunications Mechanic  | 29.83  |
| I   |  |  |
| 23932 -   | Telecommunications Mechanic  | 30.91  |
| II  |  |  |
| 23950 -   | Telephone Lineman  | 26.38  |
| 23960 -   | Welder Combination   | 25.64  |
| Maintenan   | ce   |  |
| 23965 -   | Well Driller   | 26.38  |
| 23970 -   | Woodcraft Worker   | 26.38  |
| 23980 -   | Woodworker   | 22.32  |
| 24000 - P   | ersonal Needs Occupations  |  |
| 24550 -   | Case Manager   | 19.38  |
| 24570 -   | Child Care Attendant   | 13.75  |
| 24580 -   | Child Come Conton Clark  | 17.44  |
|   | Child Care Center Clerk  | 1/.44  |
| 24610 -   | Chore Aide   | 14.06  |
|   |  |  |
|   | Chore Aide   | 14.06  |
| 24620 -   | Chore Aide<br>Family Readiness And Support   | 14.06  |
| 24620 -<br>Services<br>Coordin  | Chore Aide<br>Family Readiness And Support   | 14.06  |
| 24620 -<br>Services<br>Coordin<br>24630 -   | Chore Aide<br>Family Readiness And Support<br>ator   | 14.06<br>19.38                                     |
| 24620 -<br>Services<br>Coordin<br>24630 -   | Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations  | 14.06<br>19.38                                     |
| 24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio   | Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations  | 14.06<br>19.38                                     |
| 24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -                                  | Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns  | 14.06<br>19.38<br>22.09                            |
| 24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -                       | Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender   | 14.06<br>19.38<br>22.09<br>26.38                   |
| 24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25070 -            | Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 14.06<br>19.38<br>22.09<br>26.38<br>32.89          |
| 24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25070 -<br>25190 - | Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 14.06<br>19.38<br>22.09<br>26.38<br>32.89<br>26.38 |

| 27000 - Protective Service Occupations |          |    |        |
|--|----------|----|--------|
| 27004 - Alarm Monitor                  |          |    | 25.67  |
| 27007 - Baggage Inspector              |          |    | 17.42  |
| 27008 - Corrections Officer            |          |    | 36.18  |
| 27010 - Court Security Officer         |          |    | 36.18  |
| 27030 - Detection Dog Handler          |          |    | 19.88  |
| 27040 - Detention Officer              |          |    | 36.18  |
| 27070 - Firefighter                    |          |    | 36.01  |
| 27101 - Guard I                        |          |    | 17.42  |
| 27102 - Guard II                       |          |    | 19.88  |
| 27131 - Police Officer I               |          |    | 32.21  |
| 27132 - Police Officer II              |          |    | 35.80  |
| 28000 - Recreation Occupations         |          |    |        |
| 28041 - Carnival Equipment Operator    |          |    | 14.01  |
| 28042 - Carnival Equipment Repairer    |          |    | 14.74  |
| 28043 - Carnival Worker                |          |    | 11.44  |
| 28210 - Gate Attendant/Gate Tender     |          |    | 15.48  |
| 28310 - Lifeguard                      |          |    | 13.78  |
| 28350 - Park Attendant (Aide)          |          |    | 17.31  |
| 28510 - Recreation Aide/Health         |          |    | 12.63  |
| Facility Attendant                     |          |    |        |
| 28515 - Recreation Specialist          |          |    | 21.45  |
| 28630 - Sports Official                |          |    | 13.78  |
| 28690 - Swimming Pool Operator         |          |    | 19.48  |
| 29000 - Stevedoring/Longshoremen       |          |    | 100000 |
| Occupational Services                  |          |    |        |
| 29010 - Blocker And Bracer             |          |    | 26.35  |
| 29020 - Hatch Tender                   |          |    | 26.35  |
| 29030 - Line Handler                   |          |    | 26.35  |
| 29041 - Stevedore I                    |          |    | 25.32  |
| 29042 - Stevedore II                   |          |    | 28.29  |
| 30000 - Technical Occupations          |          |    |        |
| 30010 - Air Traffic Control            | (see     | 2) | 44.99  |
| Specialist Center (HFO)                | <b>、</b> | ,  |        |
| 30011 - Air Traffic Control            | (see     | 2) | 31.03  |
| Specialist Station (HFO)               | <b>、</b> | ,  |        |
| 30012 - Air Traffic Control            |          |    | 34.17  |
| Specialist Terminal (HFO) (see 2)      |          |    |        |
| 30021 - Archeological Technician I     |          |    | 18.49  |
| 30022 - Archeological Technician II    |          |    | 21.95  |
| 30023 - Archeological Technician III   |          |    | 26.41  |
| 30030 - Cartographic Technician        |          |    | 26.66  |
| 30040 - Civil Engineering Technician   |          |    | 27.35  |
| 30051 - Cryogenic Technician I         |          |    | 23.44  |
| 30052 - Cryogenic Technician II        |          |    | 25.90  |
| 30061 - Drafter/CAD Operator I         |          |    | 18.49  |
| 30062 - Drafter/CAD Operator II        |          |    | 21.95  |
| 30063 - Drafter/CAD Operator III       |          |    | 23.43  |
| 30064 - Drafter/CAD Operator IV        |          |    | 28.84  |
|  |          |    |        |

| 20001 Engineening Hechnisiss T                   | 1000  |
|--|-------|
| 30081 - Engineering Technician I                 | 16.86 |
| 30082 - Engineering Technician II                | 18.91 |
| 30083 - Engineering Technician III               | 21.96 |
| 30084 - Engineering Technician IV                | 25.74 |
| 30085 - Engineering Technician V                 | 30.54 |
| 30086 - Engineering Technician VI                | 36.92 |
| 30090 - Environmental Technician                 | 24.81 |
| 30095 - Evidence Control Specialist              | 21.17 |
| 30210 - Laboratory Technician                    | 24.84 |
| 30221 - Latent Fingerprint                       | 23.44 |
| Technician I                                     | 25 00 |
| 30222 - Latent Fingerprint                       | 25.90 |
| Technician II<br>30240 - Mathematical Technician |       |
|  | 26.66 |
| 30361 - Paralegal/Legal Assistant I              | 21.30 |
| 30362 - Paralegal/Legal Assistant II             | 26.39 |
| 30363 - Paralegal/Legal Assistant                | 32.29 |
|  |       |
| 30364 - Paralegal/Legal Assistant IV             | 39.05 |
| 30375 - Petroleum Supply Specialist              | 25.90 |
| 30390 - Photo-Optics Technician                  | 26.66 |
| 30395 - Radiation Control Technician             | 25.90 |
| 30461 - Technical Writer I                       | 22.99 |
| 30462 - Technical Writer II                      | 28.13 |
| 30463 - Technical Writer III                     | 34.04 |
| 30491 - Unexploded Ordnance (UXO)                | 28.59 |
| Technician I                                     | 04 50 |
| 30492 - Unexploded Ordnance (UXO)                | 34.59 |
| Technician II                                    |       |
| 30493 - Unexploded Ordnance (UXO)                | 41.46 |
| Technician III                                   | 00 50 |
| 30494 - Unexploded (UXO) Safety                  | 28.59 |
| Escort   |       |
| 30495 - Unexploded (UXO) Sweep                   | 28.59 |
| Personnel  |       |
| 30501 - Weather Forecaster I                     | 28.84 |
| 30502 - Weather Forecaster II                    | 35.09 |
| <b>30620 - Weather Observer Combined</b> (see 2) | 23.43 |
| Upper Air Or                                     |       |
| Surface Programs                                 |       |
| <b>30621 - Weather Observer Senior</b> (see 2)   | 25.62 |
| 31000 - Transportation/Mobile                    |       |
| Equipment Operation Occupations                  | 0.4   |
| 31010 - Airplane Pilot                           | 34.59 |
| 31020 - Bus Aide                                 | 18.58 |
| 31030 - Bus Driver                               | 23.78 |
| 31043 - Driver Courier                           | 18.76 |
| 31260 - Parking and Lot Attendant                | 16.75 |
| 31290 - Shuttle Bus Driver                       | 17.94 |

| 31310 - Taxi Driver                 | 17.58 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 19.73 |
| 31362 - Truckdriver Medium          | 21.82 |
| 31363 - Truckdriver Heavy           | 24.73 |
| 31364 - Truckdriver Tractor-Trailer | 24.73 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 16.87 |
| 99030 - Cashier                     | 12.06 |
| 99050 - Desk Clerk                  | 14.75 |
| 99095 - Embalmer                    | 32.85 |
| 99130 - Flight Follower             | 28.59 |
| 99251 - Laboratory Animal Caretaker | 15.96 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 16.79 |
| II                                  |       |
| 99260 - Marketing Analyst           | 27.93 |
| 99310 - Mortician                   | 32.85 |
| 99410 - Pest Controller             | 23.78 |
| 99510 - Photofinishing Worker       | 15.02 |
| 99710 - Recycling Laborer           | 24.29 |
| 99711 - Recycling Specialist        | 27.65 |
| 99730 - Refuse Collector            | 21.89 |
| 99810 - Sales Clerk                 | 13.39 |
| 99820 - School Crossing Guard       | 15.06 |
| 99830 - Survey Party Chief          | 26.30 |
| 99831 - Surveying Aide              | 16.46 |
| 99832 - Surveying Technician        | 19.91 |
| 99840 - Vending Machine Attendant   | 21.62 |
| 99841 - Vending Machine Repairer    | 24.73 |
| 99842 - Vending Machine Repairer    | 21.62 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4131

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER HU.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4131 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: Connecticut

This wage determination is applicable to the following cities towns and boroughs in NEW HAVEN COUNTY: Beacon Falls Middlebury Naugatuck Prospect Waterbury Wolcott

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

| <b>OCCUPATION CODE - TITLE</b>     | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 17.75 |
| 01012 - Accounting Clerk II        |          | 19.93 |
| 01013 - Accounting Clerk III       |          | 22.29 |
| 01020 - Administrative Assistant   |          | 33.74 |
| 01035 - Court Reporter             |          | 21.64 |
| 01041 - Customer Service           |          | 14.98 |
| Representative I                   |          |       |

| 01042 - Customer Service<br>Representative II          | 16.84 |
|--|-------|
| -  | 10 20 |
| 01043 - Customer Service<br>Representative III         | 18.38 |
| 01051 - Data Entry Operator I                          | 16.18 |
| 01052 - Data Entry Operator II                         | 17.66 |
| 01060 - Dispatcher Motor Vehicle                       | 25.79 |
| 01070 - Document Preparation Clerk                     | 17.00 |
| 01090 - Duplicating Machine Operator                   | 17.00 |
| 01111 - General Clerk I                                | 15.44 |
| 01112 - General Clerk II                               | 17.49 |
| 01112 - General Clerk III<br>01113 - General Clerk III | 19.01 |
| 01120 - Housing Referral Assistant                     | 26.92 |
| -  |       |
| 01141 - Messenger Courier                              | 13.29 |
| 01191 - Order Clerk I                                  | 17.52 |
| 01192 - Order Clerk II                                 | 21.37 |
| 01261 - Personnel Assistant                            | 18.96 |
| (Employment) I   |       |
| 01262 - Personnel Assistant                            | 21.22 |
| (Employment) II  |       |
| 01263 - Personnel Assistant                            | 23.66 |
| (Employment) III                                       |       |
| 01270 - Production Control Clerk                       | 23.51 |
| 01290 - Rental Clerk                                   | 18.04 |
| 01300 - Scheduler Maintenance                          | 21.57 |
| 01311 - Secretary I                                    | 21.57 |
| 01312 - Secretary II                                   | 24.82 |
| 01313 - Secretary III                                  | 26.92 |
| 01320 - Service Order Dispatcher                       | 21.88 |
| 01410 - Supply Technician                              | 33.74 |
| 01420 - Survey Worker                                  | 21.64 |
| 01460 - Switchboard                                    | 17.33 |
| Operator/Receptionist                                  | 11.55 |
| 01531 - Travel Clerk I                                 | 14.08 |
|  |       |
| 01532 - Travel Clerk II                                | 15.32 |
| 01533 - Travel Clerk III                               | 16.71 |
| 01611 - Word Processor I                               | 17.62 |
| 01612 - Word Processor II                              | 19.79 |
| 01613 - Word Processor III                             | 22.13 |
| 05000 - Automotive Service Occupations                 |       |
| 05005 - Automobile Body Repairer                       | 26.38 |
| Fiberglass   |       |
| 05010 - Automotive Electrician                         |       |
| 05040 - Automotive Glass Installer                     | 28.55 |
| 05070 - Automotive Worker                              | 28.55 |
| 05110 - Mobile Equipment Servicer                      | 26.80 |
| 05130 - Motor Equipment Metal                          | 30.34 |
| Mechanic   |       |
| 05160 - Motor Equipment Metal Worker                   | 28.55 |
| ·······  |       |

| 05190 - Motor Vehicle Mechanic       | 29.68 |
|--------------------------------------|-------|
| 05220 - Motor Vehicle Mechanic       | 25.82 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 27.72 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 28.55 |
| 05310 - Painter Automotive           | 28.79 |
| 05340 - Radiator Repair Specialist   | 26.95 |
| 05370 - Tire Repairer                | 19.28 |
| 05400 - Transmission Repair          | 29.68 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 16.75 |
| 07041 - Cook I                       | 18.92 |
| 07042 - Cook II                      | 20.58 |
| 07070 - Dishwasher                   | 12.26 |
| 07130 - Food Service Worker          | 12.78 |
| 07210 - Meat Cutter                  | 19.46 |
| 07260 - Waiter/Waitress              | 11.88 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 22.22 |
| 09040 - Furniture Handler            | 18.11 |
| 09080 - Furniture Refinisher         | 22.22 |
| 09090 - Furniture Refinisher Helper  | 19.44 |
| 09110 - Furniture Repairer Minor     | 20.87 |
| 09130 - Upholsterer                  | 23.33 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 13.84 |
| 11060 - Elevator Operator            | 16.74 |
| 11090 - Gardener                     | 21.05 |
| 11122 - Housekeeping Aide            | 17.27 |
| 11150 - Janitor                      | 17.27 |
| 11210 - Laborer Grounds Maintenance  | 17.59 |
| 11240 - Maid or Houseman             | 13.68 |
| 11260 - Pruner                       | 15.98 |
| 11270 - Tractor Operator             | 20.02 |
| 11330 - Trail Maintenance Worker     | 17.59 |
| 11360 - Window Cleaner               | 19.06 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 24.95 |
| 12011 - Breath Alcohol Technician    | 24.95 |
| 12012 - Certified Occupational       | 34.23 |
| Therapist Assistant                  |       |
| 12015 - Certified Physical Therapist | 34.27 |
| Assistant                            | 00 51 |
| 12020 - Dental Assistant             | 22.51 |

| 10005 Dentel Westeriet                          | 10 01 |
|---|-------|
| 12025 - Dental Hygienist                        | 46.01 |
| 12030 - EKG Technician                          | 35.06 |
| 12035 - Electroneurodiagnostic                  | 35.06 |
| Technologist                                    | 04 05 |
| 12040 - Emergency Medical Technician            | 24.95 |
| 12071 - Licensed Practical Nurse I              | 22.31 |
| 12072 - Licensed Practical Nurse II             | 24.95 |
| 12073 - Licensed Practical Nurse III            | 27.81 |
| 12100 - Medical Assistant                       | 19.26 |
| 12130 - Medical Laboratory                      | 25.18 |
| Technician                                      |       |
| 12160 - Medical Record Clerk                    | 22.37 |
| 12190 - Medical Record Technician               | 26.34 |
| 12195 - Medical Transcriptionist                | 20.34 |
| 12210 - Nuclear Medicine                        | 54.83 |
| 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                       | 24.95 |
| 12236 - Optical Technician                      | 22.31 |
| 12250 - Pharmacy Technician                     | 16.42 |
| 12280 - Phlebotomist                            | 22.31 |
| 12305 - Radiologic Technologist                 | 32.10 |
| 12311 - Registered Nurse I                      | 32.76 |
| 12312 - Registered Nurse II                     | 38.41 |
| 12313 - Registered Nurse II                     | 38.41 |
| Specialist                                      |       |
| 12314 - Registered Nurse III                    | 49.39 |
| 12315 - Registered Nurse III                    | 49.39 |
| Anesthetist                                     | 19.09 |
| 12316 - Registered Nurse IV                     | 59.20 |
| 12317 - Scheduler (Drug and Alcohol             | 30.91 |
| Testing)  | 50.91 |
| 12320 - Substance Abuse Treatment               | 28.42 |
| Counselor                                       | 20.42 |
| 13000 - Information And Arts                    |       |
|   |       |
| Occupations                                     | 26.35 |
| 13011 - Exhibits Specialist I                   |       |
| 13012 - Exhibits Specialist II                  | 32.65 |
| 13013 - Exhibits Specialist III                 | 40.66 |
| 13041 - Illustrator I<br>12042 - Illustrator II | 28.07 |
| 13042 - Illustrator II                          | 35.08 |
| 13043 - Illustrator III                         | 44.73 |
| 13047 - Librarian                               | 37.25 |
| 13050 - Library Aide/Clerk                      | 15.79 |
| 13054 - Library Information                     | 32.65 |
| Technology Systems                              |       |

| Administrator  |       |
|--|-------|
| 13058 - Library Technician   | 25.62 |
| 13061 - Media Specialist I   | 23.01 |
| 13062 - Media Specialist II  | 25.63 |
| 13063 - Media Specialist III                                       | 28.45 |
| 13071 - Photographer I   | 21.96 |
| 13072 - Photographer II  | 24.57 |
| 13073 - Photographer III   | 32.88 |
| 13074 - Photographer IV  | 44.26 |
| 13075 - Photographer V   | 50.85 |
| 13090 - Technical Order Library                                    | 17.87 |
| Clerk  |       |
| 13110 - Video Teleconference                                       | 21.96 |
| Technician   |       |
| 14000 - Information Technology                                     |       |
| Occupations  |       |
| 14041 - Computer Operator I  | 20.81 |
| 14042 - Computer Operator II                                       | 23.29 |
| 14043 - Computer Operator III                                      | 25.97 |
| 14044 - Computer Operator IV                                       | 28.86 |
| 14045 - Computer Operator V  | 31.94 |
| 14071 - Computer Programmer I (see                                 |       |
| 14071Computer Programmer I(see14072- Computer Programmer II(see    | ,     |
| 14072Computer Programmer II(see14073- Computer Programmer III(see  |       |
| 14073- Computer Programmer IV(see14074- Computer Programmer IV(see |       |
| 14074Computer Programmer IV(see14101Computer Systems Analyst I(see |       |
|  |       |
| 14102 - Computer Systems Analyst II (see                           |       |
| 14103 - Computer Systems Analyst III (see                          |       |
| 14150 - Peripheral Equipment                                       | 20.81 |
| Operator   | 28.86 |
| 14160 - Personal Computer Support                                  | 28.80 |
| Technician   |       |
| 14170 - System Support Specialist                                  | 36.95 |
| 15000 - Instructional Occupations                                  |       |
| 15010 - Aircrew Training Devices                                   | 39.54 |
| Instructor (Non-Rated)   |       |
| 15020 - Aircrew Training Devices                                   | 43.75 |
| Instructor (Rated)   |       |
| 15030 - Air Crew Training Devices                                  | 52.46 |
| Instructor (Pilot)   |       |
| 15050 - Computer Based Training                                    | 39.54 |
| Specialist / Instructor  |       |
| 15060 - Educational Technologist                                   | 35.73 |
| 15070 - Flight Instructor (Pilot)                                  | 52.46 |
| 15080 - Graphic Artist   | 33.80 |
| 15085 - Maintenance Test Pilot Fixed                               | 44.79 |
| Jet/Prop   |       |
| 15086 - Maintenance Test Pilot                                     | 44.79 |
| Rotary Wing  |       |

| 15088 - Non-Maintenance Test/Co-                              | 44.79          |
|---|----------------|
| Pilot   |                |
| 15090 - Technical Instructor                                  | 27.17          |
| 15095 - Technical Instructor/Course                           | 32.19          |
| Developer   | 01 05          |
| 15110 - Test Proctor  | 21.25          |
| 15120 - Tutor   | 21.25          |
| 16000 - Laundry Dry-Cleaning Pressing                         |                |
| And Related Occupations                                       | 14 86          |
| 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                           | 27.75          |
| Room)   |                |
| 19040 - Tool And Die Maker                                    | 32.29          |
| 21000 - Materials Handling And Packing                        |                |
| Occupations   |                |
| 21020 - Forklift Operator                                     | 17.80          |
| 21030 - Material Coordinator                                  | 23.51          |
| 21040 - Material Expediter                                    | 23.51          |
| 21050 - Material Handling Laborer                             | 16.25          |
| 21071 - Order Filler  | 14.53          |
| 21080 - Production Line Worker (Food                          | 17.80          |
| Processing)   | 1 - 0 0        |
| 21110 - Shipping Packer                                       | 17.99          |
| 21130 - Shipping/Receiving Clerk                              | 17.99          |
| 21140 - Store Worker I  | 15.19          |
| 21150 - Stock Clerk   | 20.41          |
| 21210 - Tools And Parts Attendant                             | 17.80          |
| 21410 - Warehouse Specialist                                  | 17.80          |
| 23000 - Mechanics And Maintenance And                         |                |
| Repair Occupations  | 00 07          |
| 23010 - Aerospace Structural Welder                           | 28.37          |
| 23019 - Aircraft Logs and Records                             | 25.77          |
| Technician  |                |
| 23021 - Aircraft Mechanic I                                   | 26.83          |
|   |                |
| 23022 - Aircraft Mechanic II<br>23023 - Aircraft Mechanic III | 28.37<br>29.79 |

| 23040 - Aircraft Mechanic Helper               | 24.00 |
|--|-------|
| 23050 - Aircraft Painter                       | 25.52 |
| 23060 - Aircraft Servicer                      | 25.77 |
| 23070 - Aircraft Survival Flight               | 25.52 |
| Equipment Technician                           |       |
| 23080 - Aircraft Worker                        | 26.54 |
| 23091 - Aircrew Life Support                   | 26.54 |
| Equipment (ALSE) Mechanic                      |       |
| I  |       |
| 23092 - Aircrew Life Support                   | 26.83 |
| Equipment (ALSE) Mechanic                      |       |
| II   |       |
| 23110 - Appliance Mechanic                     | 25.32 |
| 23120 - Bicycle Repairer                       | 22.32 |
| 23125 - Cable Splicer                          | 35.32 |
| 23130 - Carpenter Maintenance                  | 29.55 |
| 23140 - Carpet Layer                           | 24.27 |
| 23160 - Electrician Maintenance                | 36.84 |
| 23181 - Electronics Technician                 | 24.27 |
| Maintenance I                                  |       |
| 23182 - Electronics Technician                 | 25.32 |
| Maintenance II                                 |       |
| 23183 - Electronics Technician                 | 27.10 |
| Maintenance III                                |       |
| 23260 - Fabric Worker                          | 23.34 |
| 23290 - Fire Alarm System Mechanic             | 26.38 |
| 23310 - Fire Extinguisher Repairer             | 22.52 |
| 23311 - Fuel Distribution System               | 31.68 |
| Mechanic                                       | 00 70 |
| 23312 - Fuel Distribution System               | 29.79 |
| Operator<br>23370 - General Maintenance Worker | 24.67 |
|  |       |
| 23380 - Ground Support Equipment<br>Mechanic   | 27.11 |
| 23381 - Ground Support Equipment               | 25.77 |
| Servicer                                       | 23.11 |
| 23382 - Ground Support Equipment               | 26.54 |
| Worker   | 20.04 |
| 23391 - Gunsmith I                             | 22.52 |
| 23392 - Gunsmith II                            | 24.27 |
| 23393 - Gunsmith III                           | 26.38 |
| 23410 - Heating Ventilation And Air-           | 29.36 |
| Conditioning                                   |       |
| Mechanic                                       |       |
| 23411 - Heating Ventilation And Air            | 30.42 |
| Contidioning                                   |       |
| Mechanic (Research Facility)                   |       |
| 23430 - Heavy Equipment Mechanic               | 26.38 |
| 23440 - Heavy Equipment Operator               | 30.35 |
|  |       |

| 23460 -   | Instrument Mechanic   | 26.38          |
|---|---|----------------|
| 23465 -   | Laboratory/Shelter Mechanic   | 25.32          |
|   | Laborer   | 14.73          |
|   | Locksmith   | 25.32          |
|   | Machinery Maintenance   | 33.35          |
| Mechanic  |   |                |
| 23550 -   | Machinist Maintenance   | 21.59          |
| 23580 -   | Maintenance Trades Helper   | 21.21          |
| 23591 -   | Metrology Technician I  | 26.38          |
| 23592 -   | Metrology Technician II   | 28.73          |
| 23593 -   | Metrology Technician III  | 29.57          |
| 23640 -   | Millwright  | 26.38          |
| 23710 -   | Office Appliance Repairer   | 25.32          |
| 23760 -   | Painter Maintenance   | 25.03          |
|   | Pipefitter Maintenance  | 29.36          |
|   | Plumber Maintenance   | 29.85          |
|   | Pneudraulic Systems Mechanic  | 26.38          |
| 23850 -   | =   | 26.38          |
|   | Scale Mechanic  | 24.27          |
|   | Sheet-Metal Worker  | 24.10          |
| Maintenan   |   | 21.10          |
|   | Small Engine Mechanic   | 24.27          |
|   | Telecommunications Mechanic   | 29.83          |
| 23931 -<br>I  | rerecommunications Mechanic   | 29.05          |
| —   | Telecommunications Mechanic   | 30.91          |
| 23932 -<br>II   | rerecommunications mechanic   | 30.91          |
|   | Melenhere Tinemen   | 28.50          |
|   | Telephone Lineman<br>Welder Combination   | 25.64          |
|   |   | 23.04          |
| Maintenan   |   |                |
|   | Well Driller  | 26.38          |
|   | Woodcraft Worker  | 26.38          |
|   | Woodworker  | 22.32          |
|   | ersonal Needs Occupations   | 10 50          |
|   | Case Manager  | 18.50          |
|   | Child Care Attendant  | 13.75          |
|   | Child Care Center Clerk   | 18.20          |
|   | Chore Aide  | 14.06          |
|   | Family Readiness And Support  | 18.50          |
| Services  |   |                |
| Coordin   |   |                |
| 24630 -   |   | 24.30          |
| 25000 - D   |   |                |
|   | lant And System Operations  |                |
| Occupatio   | lant And System Operations<br>ns  |                |
| Occupatio<br>25010 -                                  | lant And System Operations<br>ns<br>Boiler Tender   | 29.03          |
| Occupatio<br>25010 -<br>25040 -                       | lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 29.03<br>32.89 |
| Occupatio<br>25010 -<br>25040 -                       | lant And System Operations<br>ns<br>Boiler Tender   |                |
| Occupatio<br>25010 -<br>25040 -<br>25070 -            | lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 32.89          |
| Occupatio<br>25010 -<br>25040 -<br>25070 -<br>25190 - | lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 32.89<br>29.03 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 25.67 |
| 27007 - Baggage Inspector              |      |    | 17.98 |
| 27008 - Corrections Officer            |      |    | 36.18 |
| 27010 - Court Security Officer         |      |    | 36.18 |
| 27030 - Detection Dog Handler          |      |    | 20.36 |
| 27040 - Detention Officer              |      |    | 36.18 |
| 27070 - Firefighter                    |      |    | 36.18 |
| 27101 - Guard I                        |      |    | 17.98 |
| 27102 - Guard II                       |      |    | 20.36 |
| 27131 - Police Officer I               |      |    | 32.37 |
| 27132 - Police Officer II              |      |    | 35.94 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 14.08 |
| 28042 - Carnival Equipment Repairer    |      |    | 14.74 |
| 28043 - Carnival Worker                |      |    | 11.44 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 17.19 |
| 28310 - Lifeguard                      |      |    | 13.93 |
| 28350 - Park Attendant (Aide)          |      |    | 19.24 |
| 28510 - Recreation Aide/Health         |      |    | 18.98 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 23.99 |
| 28630 - Sports Official                |      |    | 15.32 |
| 28690 - Swimming Pool Operator         |      |    | 18.10 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 25.77 |
| 29020 - Hatch Tender                   |      |    | 25.77 |
| 29030 - Line Handler                   |      |    | 25.77 |
| 29041 - Stevedore I                    |      |    | 24.15 |
| 29042 - Stevedore II                   |      |    | 29.85 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 44.99 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 31.03 |
| Specialist Station (HFO)               | ·    |    |       |
| 30012 - Air Traffic Control            |      |    | 34.17 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 20.29 |
| 30022 - Archeological Technician II    |      |    | 22.42 |
| 30023 - Archeological Technician III   |      |    | 27.27 |
| 30030 - Cartographic Technician        |      |    | 27.75 |
| 30040 - Civil Engineering Technician   |      |    | 25.11 |
| 30051 - Cryogenic Technician I         |      |    | 23.44 |
| 30052 - Cryogenic Technician II        |      |    | 25.90 |
| 30061 - Drafter/CAD Operator I         |      |    | 19.69 |
| 30062 - Drafter/CAD Operator II        |      |    | 22.42 |
| 30063 - Drafter/CAD Operator III       |      |    | 24.89 |
| 30064 - Drafter/CAD Operator IV        |      |    | 30.53 |
| · •                                    |      |    |       |

|   | 10 00          |
|---|----------------|
| 30081 - Engineering Technician I  | 19.98          |
| 30082 - Engineering Technician II                                       | 22.47<br>25.28 |
| 30083 - Engineering Technician III                                      |                |
| 30084 - Engineering Technician IV                                       | 31.22          |
| 30085 - Engineering Technician V  | 38.08          |
| 30086 - Engineering Technician VI                                       | 46.34          |
| 30090 - Environmental Technician  | 23.43          |
| 30095 - Evidence Control Specialist                                     | 21.17          |
| 30210 - Laboratory Technician   | 24.84          |
| 30221 - Latent Fingerprint<br>Technician I                              | 23.44          |
| 30222 - Latent Fingerprint  | 25.90          |
| Technician II   | 23.90          |
| 30240 - Mathematical Technician   | 27.27          |
|   |                |
| 30361 - Paralegal/Legal Assistant I                                     | 23.36          |
| 30362 - Paralegal/Legal Assistant II                                    | 28.94<br>35.39 |
| 30363 - Paralegal/Legal Assistant                                       | 55.59          |
| III   | 10 01          |
| 30364 - Paralegal/Legal Assistant IV                                    | 42.84          |
| 30375 - Petroleum Supply Specialist                                     | 25.90<br>27.27 |
| 30390 - Photo-Optics Technician<br>30395 - Radiation Control Technician |                |
|   | 25.90          |
| 30461 - Technical Writer I<br>30462 - Technical Writer II               | 25.57          |
| 30462 - Technical Writer II<br>30463 - Technical Writer III             | 31.26          |
|   | 37.86          |
| 30491 - Unexploded Ordnance (UXO)                                       | 28.59          |
| Technician I  | 34.59          |
| 30492 - Unexploded Ordnance (UXO)<br>Technician II                      | 54.59          |
| 30493 - Unexploded Ordnance (UXO)                                       | 41.46          |
| Technician III  | 41.40          |
| 30494 - Unexploded (UXO) Safety   | 28.59          |
| Escort  | 20.59          |
| 30495 - Unexploded (UXO) Sweep  | 28.59          |
| Personnel   | 20.39          |
| 30501 - Weather Forecaster I  | 30.53          |
| 30502 - Weather Forecaster II   | 37.15          |
|   |                |
| <b>30620 - Weather Observer Combined</b> (see 2)<br>Upper Air Or        | 24.89          |
|   |                |
| Surface Programs<br>30621 - Weather Observer Senior (see 2)             | 27.27          |
| 30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile     | 21.21          |
| Equipment Operation Occupations   |                |
| 31010 - Airplane Pilot  | 34.59          |
| 31020 - Bus Aide  | 18.58          |
| 31020 - Bus Alde<br>31030 - Bus Driver                                  |                |
| 31030 - Bus Driver<br>31043 - Driver Courier                            | 23.78<br>18.90 |
|   | 16.75          |
| 31260 - Parking and Lot Attendant                                       |                |
| 31290 - Shuttle Bus Driver  | 17.94          |

| 31310 - Taxi Driver                 | 17.47 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 19.73 |
| 31362 - Truckdriver Medium          | 21.70 |
| 31363 - Truckdriver Heavy           | 24.73 |
| 31364 - Truckdriver Tractor-Trailer | 24.73 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 16.87 |
| 99030 - Cashier                     | 12.06 |
| 99050 - Desk Clerk                  | 13.75 |
| 99095 - Embalmer                    | 37.16 |
| 99130 - Flight Follower             | 28.59 |
| 99251 - Laboratory Animal Caretaker | 17.88 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 18.54 |
| II                                  |       |
| 99260 - Marketing Analyst           | 27.93 |
| 99310 - Mortician                   | 37.16 |
| 99410 - Pest Controller             | 23.78 |
| 99510 - Photofinishing Worker       | 15.02 |
| 99710 - Recycling Laborer           | 24.29 |
| 99711 - Recycling Specialist        | 27.65 |
| 99730 - Refuse Collector            | 21.89 |
| 99810 - Sales Clerk                 | 14.73 |
| 99820 - School Crossing Guard       | 15.13 |
| 99830 - Survey Party Chief          | 24.88 |
| 99831 - Surveying Aide              | 17.10 |
| 99832 - Surveying Technician        | 22.59 |
| 99840 - Vending Machine Attendant   | 21.62 |
| 99841 - Vending Machine Repairer    | 24.73 |
| 99842 - Vending Machine Repairer    | 21.62 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4133

| REGISTER OF WAGE DETERMINATIONS UND | DER  | U.S. DEPARTMENT OF LABOR            |
|-------------------------------------|------|-------------------------------------|
| THE SERVICE CONTRACT ACT            |      | EMPLOYMENT STANDARDS ADMINISTRATION |
| By direction of the Secretary of La | abor | WAGE AND HOUR DIVISION              |
|                                     |      | WASHINGTON D.C. 20210               |
|                                     |      |                                     |
|                                     |      |                                     |
|                                     |      |                                     |
|                                     |      | Wage Determination No.: 2015-4133   |
| Daniel W. Simms Division c          | of   | Revision No.: 21                    |
| Director Wage Determinat            | ions | Date Of Last Revision: 12/27/2021   |
|                                     | 1    |                                     |

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 CONNECTICUT:

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

WINDHAM COUNTY: Eastford Hampton

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 18.01 |
| 01012 - Accounting Clerk II        |          | 20.22 |
| 01013 - Accounting Clerk III       |          | 22.62 |
| 01020 - Administrative Assistant   |          | 28.68 |

| 01035 - Court Reporter                 | 20.90 |
|--|-------|
| 01041 - Customer Service               | 14.54 |
| Representative I                       |       |
| 01042 - Customer Service               | 15.93 |
| Representative II                      |       |
| 01043 - Customer Service               | 17.83 |
| Representative III                     |       |
| 01051 - Data Entry Operator I          | 15.26 |
| 01052 - Data Entry Operator II         | 16.64 |
| 01060 - Dispatcher Motor Vehicle       | 22.21 |
| 01070 - Document Preparation Clerk     | 15.61 |
| 01090 - Duplicating Machine Operator   | 15.61 |
| 01111 - General Clerk I                | 15.15 |
| 01112 - General Clerk II               | 16.53 |
| 01113 - General Clerk III              | 18.57 |
| 01120 - Housing Referral Assistant     | 23.30 |
| 01141 - Messenger Courier              | 14.44 |
| 01191 - Order Clerk I                  | 20.31 |
| 01192 - Order Clerk II                 | 22.48 |
| 01261 - Personnel Assistant            | 18.68 |
| (Employment) I                         |       |
| 01262 - Personnel Assistant            | 20.90 |
| (Employment) II                        |       |
| 01263 - Personnel Assistant            | 23.30 |
| (Employment) III                       |       |
| 01270 - Production Control Clerk       | 22.82 |
| 01290 - Rental Clerk                   | 15.94 |
| 01300 - Scheduler Maintenance          | 18.68 |
| 01311 - Secretary I                    | 18.68 |
| 01312 - Secretary II                   | 20.90 |
| 01313 - Secretary III                  | 23.30 |
| 01320 - Service Order Dispatcher       | 19.86 |
| 01410 - Supply Technician              | 28.68 |
| 01420 - Survey Worker                  | 21.51 |
| 01460 - Switchboard                    | 16.90 |
| Operator/Receptionist                  |       |
| 01531 - Travel Clerk I                 | 13.36 |
| 01532 - Travel Clerk II                | 14.46 |
| 01533 - Travel Clerk III               | 15.75 |
| 01611 - Word Processor I               | 16.69 |
| 01612 - Word Processor II              | 18.73 |
| 01613 - Word Processor III             | 20.90 |
| 05000 - Automotive Service Occupations |       |
| 05005 - Automobile Body Repairer       | 24.89 |
| Fiberglass                             |       |
| 05010 - Automotive Electric            |       |
| 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       | 22.99 |
| 05220 - Motor Vehicle Mechanic       | 19.81 |
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 21.27 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 21.90 |
| 05310 - Painter Automotive           | 22.10 |
| 05340 - Radiator Repair Specialist   | 21.18 |
| 05370 - Tire Repairer                | 18.63 |
| 05400 - Transmission Repair          | 22.99 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 14.81 |
| 07041 - Cook I                       | 17.46 |
| 07042 - Cook II                      | 19.01 |
| 07070 - Dishwasher                   | 12.35 |
| 07130 - Food Service Worker          | 12.63 |
| 07210 - Meat Cutter                  | 24.27 |
| 07260 - Waiter/Waitress              | 11.96 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 26.76 |
| 09040 - Furniture Handler            | 19.81 |
| 09080 - Furniture Refinisher         | 26.76 |
| 09090 - Furniture Refinisher Helper  | 22.45 |
| 09110 - Furniture Repairer Minor     | 24.64 |
| 09130 - Upholsterer                  | 26.76 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 14.08 |
| 11060 - Elevator Operator            | 17.94 |
| 11090 - Gardener                     | 20.89 |
| 11122 - Housekeeping Aide            | 17.94 |
| 11150 - Janitor                      | 17.94 |
| 11210 - Laborer Grounds Maintenance  | 17.57 |
| 11240 - Maid or Houseman             | 13.79 |
| 11260 - Pruner                       | 15.85 |
| 11270 - Tractor Operator             | 19.91 |
| 11330 - Trail Maintenance Worker     | 17.57 |
| 11360 - Window Cleaner               | 19.94 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 23.98 |
| 12011 - Breath Alcohol Technician    | 25.09 |
| 12012 - Certified Occupational       | 34.43 |
| Therapist Assistant                  |       |

| 12015 - Certified Physical Therapist  | 31.56          |
|---|----------------|
| Assistant   | 00.00          |
| 12020 - Dental Assistant  | 23.86          |
| 12025 - Dental Hygienist  | 45.52          |
| 12030 - EKG Technician  | 38.03          |
| 12035 - Electroneurodiagnostic  | 38.03          |
| Technologist  | 23.98          |
| 12040 - Emergency Medical Technician<br>12071 - Licensed Practical Nurse I  |                |
| 12071 - Licensed Practical Nurse I<br>12072 - Licensed Practical Nurse II   | 22.44          |
| 12072 - Licensed Practical Nurse II<br>12073 - Licensed Practical Nurse III | 25.09<br>27.97 |
| 12073 - Licensed Practical Nurse III<br>12100 - Medical Assistant           | 19.81          |
| 12100 - Medical Assistant<br>12130 - Medical Laboratory                     | 22.44          |
| Technician  | 22.44          |
| 12160 - Medical Record Clerk  | 18.85          |
| 12190 - Medical Record Technician   | 29.49          |
| 12195 - Medical Transcriptionist  | 22.44          |
| 12195 - Medicar Hanseriptionist<br>12210 - Nuclear Medicine                 | 55.15          |
| Technologist  | 55.15          |
| 12221 - Nursing Assistant I   | 13.61          |
| 12222 - Nursing Assistant II  | 15.29          |
| 12223 - Nursing Assistant III   | 16.69          |
| 12224 - Nursing Assistant IV  | 18.75          |
| 12235 - Optical Dispenser   | 25.09          |
| 12236 - Optical Technician  | 22.44          |
| 12250 - Pharmacy Technician   | 17.36          |
| 12280 - Phlebotomist  | 22.44          |
| 12305 - Radiologic Technologist   | 35.06          |
| 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   | 31.09          |
| Testing)  |                |
| 12320 - Substance Abuse Treatment   | 27.04          |
| Counselor   |                |
| 13000 - Information And Arts  |                |
| Occupations   |                |
| 13011 - Exhibits Specialist I   | 22.71          |
| 13012 - Exhibits Specialist II  | 28.13          |
| 13013 - Exhibits Specialist III   | 34.42          |
| 13041 - Illustrator I   | 23.40          |
| 13042 - Illustrator II  | 29.00          |
| 13043 - Illustrator III   | 35.47          |
| 13047 - Librarian   | 30.08          |

| 12050 Tibrary Aida (Clark                                 |      |    | 14.53 |
|---|------|----|-------|
| 13050 - Library Aide/Clerk<br>13054 - Library Information |      |    | 27.17 |
| -   |      |    | 2/.1/ |
| Technology Systems<br>Administrator                       |      |    |       |
|   |      |    | 18.01 |
| 13058 - Library Technician                                |      |    |       |
| 13061 - Media Specialist I                                |      |    | 19.60 |
| 13062 - Media Specialist II                               |      |    | 21.93 |
| 13063 - Media Specialist III                              |      |    | 24.46 |
| 13071 - Photographer I                                    |      |    | 18.79 |
| 13072 - Photographer II                                   |      |    | 21.93 |
| 13073 - Photographer III                                  |      |    | 27.17 |
| 13074 - Photographer IV                                   |      |    | 33.24 |
| 13075 - Photographer V                                    |      |    | 40.21 |
| 13090 - Technical Order Library                           |      |    | 17.98 |
| Clerk   |      |    | 1     |
| 13110 - Video Teleconference                              |      |    | 17.78 |
| Technician  |      |    |       |
| 14000 - Information Technology                            |      |    |       |
| Occupations   |      |    |       |
| 14041 - Computer Operator I                               |      |    | 16.71 |
| 14042 - Computer Operator II                              |      |    | 18.69 |
| 14043 - Computer Operator III                             |      |    | 20.85 |
| 14044 - Computer Operator IV                              |      |    | 24.21 |
| 14045 - Computer Operator V                               |      |    | 26.82 |
| 14071 - Computer Programmer I                             | (see | 1) | 24.15 |
| 14072 - Computer Programmer II                            | (see | 1) |       |
| 14073 - Computer Programmer III                           | (see | 1) |       |
| 14074 - Computer Programmer IV                            | (see | 1) |       |
| 14101 - Computer Systems Analyst I                        | (see | 1) |       |
| 14102 - Computer Systems Analyst II                       | (see | 1) |       |
| 14103 - Computer Systems Analyst III                      | (see | 1) |       |
| 14150 - Peripheral Equipment                              |      |    | 16.71 |
| Operator  |      |    |       |
| 14160 - Personal Computer Support                         |      |    | 26.63 |
| Technician  |      |    |       |
| 14170 - System Support Specialist                         |      |    | 26.82 |
| 15000 - Instructional Occupations                         |      |    |       |
| 15010 - Aircrew Training Devices                          |      |    | 28.29 |
| Instructor (Non-Rated)                                    |      |    |       |
| 15020 - Aircrew Training Devices                          |      |    | 34.29 |
| Instructor (Rated)  |      |    |       |
| 15030 - Air Crew Training Devices                         |      |    | 41.01 |
| Instructor (Pilot)  |      |    |       |
| 15050 - Computer Based Training                           |      |    | 28.35 |
| Specialist / Instructor                                   |      |    |       |
| 15060 - Educational Technologist                          |      |    | 36.20 |
| 15070 - Flight Instructor (Pilot)                         |      |    | 41.01 |
| 15080 - Graphic Artist                                    |      |    | 32.37 |
|   |      |    |       |

| 15085 - Maintenance Test Pilot Fixed   | 41.01 |
|--|-------|
| Jet/Prop                               |       |
| 15086 - Maintenance Test Pilot         | 41.01 |
| Rotary Wing                            |       |
| 15088 - Non-Maintenance Test/Co-       | 41.01 |
| Pilot                                  |       |
| 15090 - Technical Instructor           | 26.47 |
| 15095 - Technical Instructor/Course    | 32.37 |
| Developer                              |       |
| 15110 - Test Proctor                   | 21.36 |
| 15120 - Tutor                          | 21.36 |
| 16000 - Laundry Dry-Cleaning Pressing  |       |
| And Related Occupations                |       |
| 16010 - Assembler                      | 13.23 |
| 16030 - Counter Attendant              | 13.23 |
| 16040 - Dry Cleaner                    | 15.11 |
| 16070 - Finisher Flatwork Machine      | 13.23 |
| 16090 - Presser Hand                   | 13.23 |
|  |       |
| 16110 - Presser Machine Drycleaning    | 13.23 |
| 16130 - Presser Machine Shirts         | 13.23 |
| 16160 - Presser Machine Wearing        | 13.23 |
| Apparel Laundry                        |       |
| 16190 - Sewing Machine Operator        | 15.93 |
| 16220 - Tailor                         | 16.79 |
| 16250 - Washer Machine                 | 13.86 |
| 19000 - Machine Tool Operation And     |       |
| Repair Occupations                     |       |
| 19010 - Machine-Tool Operator (Tool    | 27.26 |
| Room)                                  |       |
| 19040 - Tool And Die Maker             | 31.67 |
| 21000 - Materials Handling And Packing |       |
| Occupations                            |       |
| 21020 - Forklift Operator              | 18.46 |
| 21030 - Material Coordinator           | 22.82 |
| 21040 - Material Expediter             | 22.82 |
| 21050 - Material Handling Laborer      | 16.44 |
| 21071 - Order Filler                   | 14.33 |
| 21080 - Production Line Worker (Food   | 18.46 |
| Processing)                            |       |
| 21110 - Shipping Packer                | 18.99 |
| 21130 - Shipping/Receiving Clerk       | 18.99 |
| 21140 - Store Worker I                 | 15.53 |
| 21150 - Stock Clerk                    | 20.79 |
| 21210 - Tools And Parts Attendant      | 18.46 |
| 21410 - Warehouse Specialist           | 18.46 |
| 23000 - Mechanics And Maintenance And  | 10.40 |
| Repair Occupations                     |       |
| 23010 - Aerospace Structural Welder    | 28.81 |
| 20010 VELOSPACE STLUCTULAT METUEL      | 20.01 |

| 23019 - Aircraft Logs and Records                    | 24.64 |
|--|-------|
| Technician   |       |
| 23021 - Aircraft Mechanic I                          | 27.84 |
| 23022 - Aircraft Mechanic II                         | 28.81 |
| 23023 - Aircraft Mechanic III                        | 29.97 |
| 23040 - Aircraft Mechanic Helper                     | 22.45 |
| 23050 - Aircraft Painter                             | 26.76 |
| 23060 - Aircraft Servicer                            | 24.64 |
| 23070 - Aircraft Survival Flight                     | 26.76 |
| Equipment Technician                                 |       |
| 23080 - Aircraft Worker                              | 25.64 |
| 23091 - Aircrew Life Support                         | 25.64 |
| Equipment (ALSE) Mechanic<br>I                       |       |
| 23092 - Aircrew Life Support                         | 27.84 |
| Equipment (ALSE) Mechanic                            |       |
| II   |       |
| 23110 - Appliance Mechanic                           | 26.76 |
| 23120 - Bicycle Repairer                             | 23.55 |
| 23125 - Cable Splicer                                | 33.67 |
| 23130 - Carpenter Maintenance                        | 26.58 |
| 23140 - Carpet Layer                                 | 25.64 |
| 23160 - Electrician Maintenance                      | 29.46 |
| 23181 - Electronics Technician                       | 25.64 |
| Maintenance I  |       |
| 23182 - Electronics Technician                       | 26.76 |
| Maintenance II                                       |       |
| 23183 - Electronics Technician                       | 27.84 |
| Maintenance III                                      |       |
| 23260 - Fabric Worker                                | 24.64 |
| 23290 - Fire Alarm System Mechanic                   | 27.84 |
| 23310 - Fire Extinguisher Repairer                   | 23.55 |
| 23311 - Fuel Distribution System                     | 28.54 |
| Mechanic   |       |
| 23312 - Fuel Distribution System                     | 25.43 |
| Operator   |       |
| 23370 - General Maintenance Worker                   | 20.71 |
| 23380 - Ground Support Equipment                     | 27.84 |
| Mechanic   |       |
| 23381 - Ground Support Equipment                     | 24.64 |
| Servicer   |       |
| 23382 - Ground Support Equipment                     | 25.64 |
| Worker   |       |
| 23391 - Gunsmith I                                   | 23.55 |
| 23392 - Gunsmith II                                  | 25.64 |
| 23393 - Gunsmith III                                 |       |
|  | 27.84 |
| 23410 - Heating Ventilation And Air-                 | 27.84 |
| 23410 - Heating Ventilation And Air-<br>Conditioning |       |

| 23411 - Heating Ventilation And Air                    | 29.77  |
|--|--------|
| Contidioning   |        |
| Mechanic (Research Facility)                           |        |
| 23430 - Heavy Equipment Mechanic                       | 27.84  |
| 23440 - Heavy Equipment Operator                       | 31.85  |
| 23460 - Instrument Mechanic                            | 27.84  |
| 23465 - Laboratory/Shelter Mechanic                    | 26.76  |
| 23470 - Laborer  | 16.44  |
| 23510 - Locksmith                                      | 26.76  |
| 23530 - Machinery Maintenance                          | 27.25  |
| Mechanic   |        |
| 23550 - Machinist Maintenance                          | 24.26  |
| 23580 - Maintenance Trades Helper                      | 22.45  |
| 23591 - Metrology Technician I                         | 27.84  |
| 23592 - Metrology Technician II                        | 28.81  |
| 23593 - Metrology Technician III                       | 29.97  |
| 23640 - Millwright                                     | 27.84  |
| 23710 - Office Appliance Repairer                      | 26.76  |
| 23760 - Painter Maintenance                            | 21.76  |
| 23790 - Pipefitter Maintenance                         | 30.56  |
| 23810 - Plumber Maintenance                            | 29.37  |
|  | 29.37  |
| 23820 - Pneudraulic Systems Mechanic<br>23850 - Rigger | 27.84  |
| 23850 - Rigger<br>23870 - Scale Mechanic               | 27.84  |
|  |        |
| 23890 - Sheet-Metal Worker                             | 27.84  |
| Maintenance  |        |
| 23910 - Small Engine Mechanic                          | 23.66  |
| 23931 - Telecommunications Mechanic                    | 27.84  |
|  | 0.0.01 |
| 23932 - Telecommunications Mechanic                    | 28.81  |
| II   |        |
| 23950 - Telephone Lineman                              | 27.84  |
| 23960 - Welder Combination                             | 26.24  |
| Maintenance  |        |
| 23965 - Well Driller                                   | 27.84  |
| 23970 - Woodcraft Worker                               | 27.84  |
| 23980 - Woodworker                                     | 23.55  |
| 24000 - Personal Needs Occupations                     |        |
| 24550 - Case Manager                                   | 20.64  |
| 24570 - Child Care Attendant                           | 15.13  |
| 24580 - Child Care Center Clerk                        | 18.87  |
| 24610 - Chore Aide                                     | 14.45  |
| 24620 - Family Readiness And Support                   | 20.64  |
| Services   |        |
| Coordinator  |        |
| 24630 - Homemaker                                      | 22.09  |
| 25000 - Plant And System Operations                    |        |
| Occupations  |        |
| 25010 - Boiler Tender                                  | 27.84  |
|  |        |

| 25070 - Stationary Engineer         27.84           25190 - Ventilation Equipment Tender         22.45           25210 - Water Treatment Plant         26.76           Operator         27000 - Protective Service Occupations           27000 - Protective Service Occupations         25.00           27004 - Alarm Monitor         25.00           27007 - Baggage Inspector         18.68           27008 - Corrections Officer         27.19           27010 - Court Security Officer         27.19           27030 - Detection Dog Handler         20.89           27040 - Detention Officer         27.19           27070 - Firefighter         27.05           27101 - Guard I         18.68           27102 - Guard II         20.89           27131 - Police Officer II         36.33           28000 - Recreation Occupations         22.82           28041 - Carnival Equipment Operator         14.85           28042 - Carnival Equipment Repairer         15.65           28043 - Carnival Worker         22.92           2810 - Lifeguard         16.86           28550 - Park Attendant/Gate Tender         28.43           28510 - Recreation Aide/Health         15.47           Facility Attendant         26.25           28630 - Sports Offi                  | 25040 - Sewage Plant Operator        | 26.76   |
|---|--------------------------------------|---------|
| 25190 - Ventilation Equipment Tender       22.45         25210 - Water Treatment Plant       26.76         Operator       27000 - Protective Service Occupations       25.00         27004 - Alarm Monitor       25.00         27007 - Baggage Inspector       18.68         27008 - Corrections Officer       27.19         27010 - Court Security Officer       27.19         27030 - Detection Dog Handler       20.89         27040 - Detention Officer       27.19         27070 - Firefighter       27.05         27101 - Guard I       18.68         27102 - Guard II       20.89         27131 - Police Officer II       32.69         27132 - Police Officer II       22.92         28004 - Carnival Equipment Operator       14.85         28042 - Carnival Equipment Repairer       15.65         28043 - Carnival Morker       12.92         28210 - Gate Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28500 - Sports Official       16.86         28601 - Sports Official       16.86         28500 - Sports Official       16.86         28601 - Sports Official       26.35         29000 - Stevedore II       25.32         29010 - Blocker And Bracer   |                                      |         |
| 25210 - Water Treatment Plant         26.76           Operator         27000 - Protective Service Occupations           27000 - Alarm Monitor         25.00           27007 - Baggage Inspector         18.68           27008 - Corrections Officer         27.19           27010 - Court Security Officer         27.19           27030 - Detection Dog Handler         20.89           27040 - Detention Officer         27.19           27070 - Firefighter         27.05           27101 - Guard I         18.68           27102 - Guard II         20.89           27131 - Police Officer I         32.69           27132 - Police Officer II         36.33           28000 - Recreation Occupations         22.69           28041 - Carnival Equipment Operator         14.85           28042 - Carnival Equipment Repairer         15.65           28043 - Carnival Worker         12.92           28210 - Gate Attendant/Gate Tender         18.94           28350 - Park Attendant (Aide)         21.20           28510 - Recreation Specialist         26.25           28630 - Sports Official         16.86           28690 - Swimming Pool Operator         21.43           29010 - Blocker And Bracer         26.35           29030 - Line Handler <th></th> <th></th> |                                      |         |
| Operator           27000 - Protective Service Occupations           27004 - Alarm Monitor         25.00           27007 - Baggage Inspector         18.68           27008 - Corrections Officer         27.19           27010 - Court Security Officer         27.19           27030 - Detection Dog Handler         20.89           27040 - Detention Officer         27.19           27070 - Firefighter         27.05           27101 - Guard I         18.68           2702 - Guard II         20.89           27032 - Police Officer I         32.69           27132 - Police Officer II         32.63           28000 - Recreation Occupations         22.92           28041 - Carnival Equipment Operator         14.85           28042 - Carnival Worker         12.92           2810 - Gate Attendant/Gate Tender         18.94           28310 - Lifeguard         16.86           28350 - Park Attendant (Aide)         21.20           28515 - Recreation Specialist         26.25           28630 - Synts Official         16.86           28900 - Stevedoring/Longshoremen         26.35           29010 - Blocker And Bracer         26.35           29030 - Line Handler         26.35           29030 - Line Handler   |                                      |         |
| 27000 - Protective Service Occupations<br>27004 - Alarm Monitor 25.00<br>27007 - Baggage Inspector 18.68<br>27008 - Corrections Officer 27.19<br>27010 - Court Security Officer 27.19<br>27030 - Detention Og Handler 20.89<br>27040 - Detention Officer 27.19<br>27070 - Firefighter 27.05<br>27101 - Guard I 20.89<br>27131 - Police Officer I 32.69<br>27132 - Police Officer II 36.33<br>28000 - Recreation Occupations 22<br>28204 - Carnival Equipment Operator 14.85<br>28041 - Carnival Equipment Repairer 15.65<br>28042 - Carnival Equipment Repairer 18.94<br>28310 - Lifeguard 16.86<br>28350 - Park Attendant (Aide) 21.20<br>28510 - Recreation Aide/Health 15.47<br>Facility Attendant 22.92<br>29000 - Stevedoring/Longshoremen 26.35<br>29030 - Line Handler 26.35<br>29030 - Line Handler 26.35<br>29030 - Line Handler 26.35<br>29041 - Stevedore II 28.29<br>30000 - Stevedor II 28.29<br>30010 - Air Traffic Control (see 2) 31.03<br>Specialist Station (HFO) 30011 - Air Traffic Control (see 2) 31.03<br>Specialist Station (HFO) 30022 - Archeological Technician II 20.80<br>30022 - Archeological Technician II 20.80<br>30022 - Archeological Technician II 20.80<br>30022 - Archeological Technician II 29.03  |                                      | 20.70   |
| 27004 - Alarm Monitor       25.00         27007 - Baggage Inspector       18.68         27008 - Corrections Officer       27.19         27010 - Court Security Officer       27.19         27030 - Detection Dog Handler       20.89         27040 - Detention Officer       27.19         27070 - Firefighter       27.19         27070 - Firefighter       27.05         27101 - Guard I       18.68         27102 - Guard II       20.89         27131 - Police Officer I       32.69         27132 - Police Officer II       36.33         28000 - Recreation Occupations       2.292         28041 - Carnival Equipment Operator       14.85         28042 - Carnival Equipment Repairer       15.65         28043 - Carnival Worker       12.92         28210 - Gate Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28305 - Park Attendant       15.47         Facility Attendant       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       26.35         09000 - Stevedore I       25.32         29010 - Blocker And Bracer       26.35   | -                                    |         |
| 27007 - Baggage Inspector       18.68         27008 - Corrections Officer       27.19         27010 - Court Security Officer       27.19         27030 - Detection Dog Handler       20.89         27040 - Detention Officer       27.19         27070 - Firefighter       27.05         27101 - Guard I       18.68         2702 - Guard II       20.89         27132 - Police Officer I       32.69         27132 - Police Officer II       36.33         28001 - Recreation Occupations       28.041 - Carnival Equipment Operator       14.85         28042 - Carnival Equipment Repairer       15.65       28.043 - Carnival Worker       12.92         28210 - Gate Attendant/Gate Tender       18.94       28.10       21.20         28510 - Recreation Aide/Health       15.47       74         Facility Attendant       26.25       28630 - Sports Official       16.86         28500 - Stowedoring/Longshoremen       26.35       29000 - Stevedore I       25.32         29010 - Blocker And Bracer       26.35       29.32         29010 - Blocker And Bracer       26.35       29.32         29010 - Stevedore I       25.32       29.03       14.93         29010 - Stevedore I       25.32       29.32       30.01   | -                                    | 25 00   |
| 27008 - Corrections Officer         27.19           27010 - Court Security Officer         27.19           27030 - Detection Dog Handler         20.89           27040 - Detention Officer         27.19           27070 - Firefighter         27.05           27101 - Guard I         18.68           27132 - Police Officer I         32.69           27132 - Police Officer II         36.33           28000 - Recreation Occupations         28.041 - Carnival Equipment Operator           28041 - Carnival Equipment Repairer         15.65           28042 - Carnival Worker         12.92           28210 - Gate Attendant/Gate Tender         18.94           28310 - Lifeguard         16.86           28350 - Park Attendant (Aide)         21.20           28510 - Recreation Aide/Health         15.47           Facility Attendant         26.25           28630 - Sports Official         16.86           28690 - Swimming Pool Operator         21.43           29000 - Stevedoring/Longshoremen         26.35           29010 - Blocker And Bracer         26.35           29020 - Hatch Tender         26.35           29010 - Stevedore I         25.32           29042 - Stevedore I         25.32           29041 - Stevedore I                                |                                      |         |
| 27010 - Court Security Officer       27.19         27030 - Detection Dog Handler       20.89         27040 - Detention Officer       27.19         27070 - Firefighter       27.15         27101 - Guard I       18.68         2712 - Guard II       20.89         27131 - Police Officer I       32.69         27132 - Police Officer II       36.33         28000 - Recreation Occupations       14.85         28041 - Carnival Equipment Operator       14.85         28042 - Carnival Equipment Repairer       15.65         28043 - Carnival Worker       12.92         2810 - Lifeguard       16.86         28350 - Park Attendant/Gate Tender       18.94         28515 - Recreation Aide/Health       15.47         Facility Attendant       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       26.35         29010 - Blocker And Bracer       26.35         29010 - Blocker And Bracer       26.35         29010 - Stevedore II       25.32         29041 - Stevedore II       28.29         30010 - Air Traffic Control       (see 2)       31.03         Specialist Center (HFO)       30   |                                      |         |
| 27030 - Detection Dog Handler       20.89         27040 - Detention Officer       27.19         27070 - Firefighter       27.05         27101 - Guard I       20.89         27131 - Police Officer I       32.69         27132 - Police Officer II       36.33         28000 - Recreation Occupations       14.85         28041 - Carnival Equipment Operator       14.85         28042 - Carnival Equipment Repairer       15.65         28043 - Carnival Worker       12.92         2810 - Lifeguard       16.86         28350 - Park Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28515 - Recreation Aide/Health       15.47         Facility Attendant       21.20         28515 - Recreation Specialist       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       26.35         29010 - Blocker And Bracer       26.35         29030 - Line Handler       26.35         29042 - Stevedore I       25.32         30010 - Air Traffic Control       (see 2)       31.03         Specialist Center (HFO)       30012 - Air Traffic Control       34.17         3   |                                      |         |
| 27040 - Detention Officer       27.19         27070 - Firefighter       27.05         27101 - Guard I       18.68         27102 - Guard II       20.89         27131 - Police Officer I       36.33         28000 - Recreation Occupations       14.85         28041 - Carnival Equipment Operator       14.85         28042 - Carnival Equipment Repairer       15.65         28043 - Carnival Worker       12.92         28210 - Gate Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28350 - Park Attendant (Aide)       21.20         28510 - Recreation Aide/Health       15.47         Facility Attendant       21.20         28510 - Recreation Specialist       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       26.35         29010 - Blocker And Bracer       26.35         29020 - Hatch Tender       26.35         29030 - Line Handler       26.35         29042 - Stevedore I       25.32         30010 - Air Traffic Control       (see 2)       44.99         Specialist Center (HFO)       31.03         30011 - Air Traffic Control       34.17  | -                                    |         |
| 27070 - Firefighter       27.05         27101 - Guard I       18.68         27102 - Guard II       20.89         27131 - Police Officer I       32.69         27132 - Police Officer II       36.33         28000 - Recreation Occupations       14.85         28041 - Carnival Equipment Operator       14.85         28042 - Carnival Equipment Repairer       15.65         28043 - Carnival Worker       12.92         28210 - Gate Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28350 - Park Attendant (Aide)       21.20         28515 - Recreation Aide/Health       15.47         Facility Attendant       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       26.35         29010 - Blocker And Bracer       26.35         29010 - Blocker And Bracer       26.35         29010 - Blocker II       28.29         30000 - Technical Occupations       30010         30010 - Air Traffic Control       (see 2)       44.99         Specialist Center (HFO)       30.01         30011 - Air Traffic Control       (see 2)       34.17         Specialist Sta   | -                                    |         |
| 27101 - Guard I       18.68         27102 - Guard II       20.89         27131 - Police Officer I       32.69         27132 - Police Officer II       36.33         28000 - Recreation Occupations       14.85         28041 - Carnival Equipment Operator       14.85         28042 - Carnival Equipment Repairer       15.65         28043 - Carnival Worker       12.92         28210 - Gate Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28350 - Park Attendant (Aide)       21.20         28510 - Recreation Aide/Health       15.47         Facility Attendant       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       26.35         29010 - Blocker And Bracer       26.35         29010 - Blocker And Bracer       26.35         29010 - Stevedore I       28.29         30000 - Technical Occupations       30.32         30010 - Air Traffic Control       (see 2)       44.99         Specialist Center (HFO)       30.01       31.03         30011 - Air Traffic Control       (see 2)       31.03         Specialist Terminal (HFO) (see 2)       30021       <   |                                      |         |
| 27102 - Guard II       20.89         27131 - Police Officer I       32.69         27132 - Police Officer II       36.33         28000 - Recreation Occupations       3         28041 - Carnival Equipment Operator       14.85         28042 - Carnival Equipment Repairer       15.65         28043 - Carnival Worker       12.92         28210 - Gate Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28350 - Park Attendant (Aide)       21.20         28510 - Recreation Aide/Health       15.47         Facility Attendant       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       26.35         29010 - Blocker And Bracer       26.35         29020 - Hatch Tender       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30000 - Technical Occupations       30010 - Air Traffic Control (see 2)       31.03         Specialist Center (HFO)       30011 - Air Traffic Control       34.17         Specialist Station (HFO)       30012 - Air Traffic Control       34.17         Specialist Terminal (HFO) (see 2)       30021 - Archeological Technician I                                | -                                    |         |
| 27131 - Police Officer I       32.69         27132 - Police Officer II       36.33         28000 - Recreation Occupations       28041         28041 - Carnival Equipment Operator       14.85         28042 - Carnival Equipment Repairer       15.65         28043 - Carnival Worker       12.92         28210 - Gate Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28350 - Park Attendant (Aide)       21.20         28510 - Recreation Aide/Health       15.47         Facility Attendant       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       26.35         29010 - Blocker And Bracer       26.35         29020 - Hatch Tender       26.35         29030 - Line Handler       26.35         29042 - Stevedore II       28.29         30010 - Air Traffic Control       (see 2)       31.03         Specialist Center (HFO)       30.11 - Air Traffic Control       34.17         Specialist Station (HFO)       30.11 - Air Traffic Control       34.17         Specialist Terminal (HFO) (see 2)       30.021 - Archeological Technician II       20.80         30022 - Archeological Technician III                                   |                                      |         |
| 27132 - Police Officer II       36.33         28000 - Recreation Occupations       28041 - Carnival Equipment Operator       14.85         28042 - Carnival Equipment Repairer       15.65         28043 - Carnival Worker       12.92         28210 - Gate Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28350 - Park Attendant (Aide)       21.20         28510 - Recreation Aide/Health       15.47         Facility Attendant       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       26.35         Occupational Services       26.35         29030 - Line Handler       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30010 - Air Traffic Control       (see 2)       31.03         Specialist Center (HFO)       30011 - Air Traffic Control       34.17         Specialist Terminal (HFO) (see 2)       30021 - Archeological Technician II       20.80         30021 - Archeological Technician III       20.80       30022 - Archeological Technician III   |                                      |         |
| 28000 - Recreation Occupations       14.85         28041 - Carnival Equipment Operator       14.85         28042 - Carnival Equipment Repairer       15.65         28043 - Carnival Worker       12.92         28210 - Gate Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28350 - Park Attendant (Aide)       21.20         28510 - Recreation Aide/Health       15.47         Facility Attendant       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       26.35         29010 - Blocker And Bracer       26.35         29020 - Hatch Tender       26.35         29030 - Line Handler       26.35         29041 - Stevedore I       25.32         30010 - Air Traffic Control       (see 2)       31.03         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       31.03         Specialist Station (HFO)       30.12 - Air Traffic Control       34.17         Specialist Terminal (HFO) (see 2)       30.021 - Archeological Technician I       20.80         30021 - Archeological Technician II       20.80       30.23         30022 - Archeological Technician III       24.16                                  |                                      |         |
| 28041 - Carnival Equipment Operator       14.85         28042 - Carnival Equipment Repairer       15.65         28043 - Carnival Worker       12.92         28210 - Gate Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28350 - Park Attendant (Aide)       21.20         28510 - Recreation Aide/Health       15.47         Facility Attendant       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       26.35         29010 - Blocker And Bracer       26.35         29020 - Hatch Tender       26.35         29030 - Line Handler       25.32         29041 - Stevedore I       28.29         30010 - Air Traffic Control       (see 2)       31.03         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       31.03         Specialist Station (HFO)       30.11 - Air Traffic Control       34.17         Specialist Terminal (HFO) (see 2)       30.021 - Archeological Technician I       20.80         30022 - Archeological Technician II       20.80       30.22         30030 - Cartographic Technician III       29.05       30.30  |                                      | 36.33   |
| 28042 - Carnival Equipment Repairer       15.65         28043 - Carnival Worker       12.92         28210 - Gate Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28350 - Park Attendant (Aide)       21.20         28510 - Recreation Aide/Health       15.47         Facility Attendant       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       26.35         29010 - Blocker And Bracer       26.35         29030 - Line Handler       26.35         29042 - Stevedore I       28.29         30000 - Technical Occupations       28.29         30010 - Air Traffic Control       (see 2)       31.03         Specialist Station (HFO)       30012 - Air Traffic Control       (see 2)       31.03         Specialist Terminal (HFO) (see 2)       30021 - Archeological Technician I       20.80         30022 - Archeological Technician III       24.16         30030 - Cartographic Technician III       29.05   |                                      | 4 4 9 5 |
| 28043 - Carnival Worker       12.92         28210 - Gate Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28350 - Park Attendant (Aide)       21.20         28510 - Recreation Aide/Health       15.47         Facility Attendant       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       26.35         29010 - Blocker And Bracer       26.35         29030 - Line Handler       26.35         29042 - Stevedore I       28.29         30000 - Technical Occupations       3001         30010 - Air Traffic Control       (see 2)       31.03         Specialist Station (HFO)       3001       30.17         30021 - Air Traffic Control       (see 2)       31.03         Specialist Terminal (HFO) (see 2)       30.302       30.30         30021 - Air Traffic Control       20.80       30.302         30021 - Air Traffic Control       20.80       30.30         30022 - Archeo  |                                      |         |
| 28210 - Gate Attendant/Gate Tender       18.94         28310 - Lifeguard       16.86         28350 - Park Attendant (Aide)       21.20         28510 - Recreation Aide/Health       15.47         Facility Attendant       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       21.43         Occupational Services       26.35         29010 - Blocker And Bracer       26.35         29020 - Hatch Tender       26.35         29030 - Line Handler       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30000 - Technical Occupations       30.10         30010 - Air Traffic Control       (see 2)       44.99         Specialist Center (HFO)       34.17         30012 - Air Traffic Control       34.17         Specialist Terminal (HFO) (see 2)       30.12       34.17         30021 - Archeological Technician II       20.80         30022 - Archeological Technician II       20.80         30022 - Archeological Technician III       24.16         30030 - Cartographic Technician III       29.05   |                                      |         |
| 28310 - Lifeguard       16.86         28350 - Park Attendant (Aide)       21.20         28510 - Recreation Aide/Health       15.47         Facility Attendant       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       21.43         Occupational Services       26.35         29010 - Blocker And Bracer       26.35         29030 - Line Handler       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30010 - Technical Occupations       28.29         30010 - Air Traffic Control (see 2)       44.99         Specialist Center (HFO)       30.11 - Air Traffic Control (see 2)       31.03         Specialist Station (HFO)       34.17         Specialist Terminal (HFO) (see 2)       30.30       34.17         30022 - Archeological Technician II       20.80         30022 - Archeological Technician III       24.16         30030 - Cartographic Technician III       29.05  |                                      |         |
| 28350 - Park Attendant (Aide)       21.20         28510 - Recreation Aide/Health       15.47         Facility Attendant       26.25         28515 - Recreation Specialist       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       21.43         Occupational Services       26.35         29010 - Blocker And Bracer       26.35         29030 - Line Handler       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30010 - Air Traffic Control       (see 2)       44.99         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       31.03         Specialist Station (HFO)       34.17         Specialist Terminal (HFO) (see 2)       30.021 - Archeological Technician II       20.80         30022 - Archeological Technician III       24.16         30023 - Archeological Technician III       29.05         30030 - Cartographic Technician III       29.05  |                                      |         |
| 28510 - Recreation Aide/Health15.47Facility Attendant26.2528515 - Recreation Specialist26.2528630 - Sports Official16.8628690 - Swimming Pool Operator21.4329000 - Stevedoring/Longshoremen21.43Occupational Services26.3529010 - Blocker And Bracer26.3529020 - Hatch Tender26.3529030 - Line Handler26.3529041 - Stevedore I25.3229042 - Stevedore II28.2930000 - Technical Occupations28.2930010 - Air Traffic Control(see 2)30011 - Air Traffic Control(see 2)30012 - Air Traffic Control34.17Specialist Station (HFO)30.1230021 - Air Traffic Control20.8030022 - Archeological Technician II20.8030023 - Archeological Technician III29.0530030 - Cartographic Technician III29.33  | -                                    |         |
| Facility Attendant       26.25         28515 - Recreation Specialist       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       21.43         Occupational Services       26.35         29010 - Blocker And Bracer       26.35         29020 - Hatch Tender       26.35         29030 - Line Handler       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30000 - Technical Occupations       28.29         30010 - Air Traffic Control (see 2)       44.99         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)       31.03         Specialist Station (HFO)       30.12 - Air Traffic Control (see 2)       34.17         Specialist Terminal (HFO) (see 2)       30.102       34.17         30021 - Archeological Technician II       20.80       30.22         30022 - Archeological Technician III       24.16         30030 - Cartographic Technician III       29.05         30030 - Cartographic Technician III       29.05   |                                      |         |
| 28515 - Recreation Specialist       26.25         28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       2013         Occupational Services       26.35         29010 - Blocker And Bracer       26.35         29020 - Hatch Tender       26.35         29030 - Line Handler       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30000 - Technical Occupations       28.29         30010 - Air Traffic Control       (see 2)       44.99         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       31.03         Specialist Station (HFO)       3021 - Air Traffic Control       20.80       34.17         Specialist Terminal (HFO) (see 2)       30.021 - Archeological Technician II       20.80         30022 - Archeological Technician II       24.16       30023 - Archeological Technician III       29.05         30030 - Cartographic Technician III       29.03       29.03       29.03  | ·                                    | 15.47   |
| 28630 - Sports Official       16.86         28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       21.43         Occupational Services       26.35         29010 - Blocker And Bracer       26.35         29020 - Hatch Tender       26.35         29030 - Line Handler       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30000 - Technical Occupations       28.29         30010 - Air Traffic Control       (see 2)       44.99         Specialist Center (HFO)       30011 - Air Traffic Control       (see 2)       31.03         Specialist Station (HFO)       30.12 - Air Traffic Control       34.17         Specialist Terminal (HFO) (see 2)       30.021 - Archeological Technician I       20.80         30022 - Archeological Technician II       24.16         30023 - Archeological Technician III       29.05         30030 - Cartographic Technician III       29.33   | -                                    |         |
| 28690 - Swimming Pool Operator       21.43         29000 - Stevedoring/Longshoremen       2000         Occupational Services       26.35         29010 - Blocker And Bracer       26.35         29020 - Hatch Tender       26.35         29030 - Line Handler       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30000 - Technical Occupations       28.29         30010 - Air Traffic Control (see 2)       44.99         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)       31.03         Specialist Station (HFO)       3012 - Air Traffic Control (see 2)       34.17         Specialist Terminal (HFO) (see 2)       30.80       30.80         30021 - Archeological Technician II       20.80         30022 - Archeological Technician III       24.16         30030 - Cartographic Technician IIII       29.05  | -                                    |         |
| 29000 - Stevedoring/Longshoremen         Occupational Services         29010 - Blocker And Bracer       26.35         29020 - Hatch Tender       26.35         29030 - Line Handler       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30000 - Technical Occupations       28.29         30010 - Air Traffic Control (see 2)       44.99         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)       31.03         Specialist Station (HFO)       30012 - Air Traffic Control (see 2)       34.17         Specialist Terminal (HFO) (see 2)       30.30       30.30         30022 - Archeological Technician II       20.80         30023 - Archeological Technician IIII       29.05         30030 - Cartographic Technician III       29.33   |                                      |         |
| Occupational Services       29010 - Blocker And Bracer       26.35         29020 - Hatch Tender       26.35         29030 - Line Handler       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30000 - Technical Occupations       28.29         30010 - Air Traffic Control       (see 2)       44.99         Specialist Center (HFO)       (see 2)       31.03         Specialist Station (HFO)       30012 - Air Traffic Control       (see 2)       31.03         Specialist Terminal (HFO) (see 2)       34.17       30021 - Archeological Technician I       20.80         30022 - Archeological Technician II       24.16       30023 - Archeological Technician III       29.05         30030 - Cartographic Technician       29.33       30.30       30.30       30.30  |                                      | 21.43   |
| 29010 - Blocker And Bracer       26.35         29020 - Hatch Tender       26.35         29030 - Line Handler       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30000 - Technical Occupations       28.29         30010 - Air Traffic Control (see 2)       44.99         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)       31.03         Specialist Station (HFO)       30012 - Air Traffic Control (see 2)       34.17         Specialist Terminal (HFO) (see 2)       30.22 - Archeological Technician II       20.80         30023 - Archeological Technician III       29.05       30.30         30030 - Cartographic Technician III       29.33   |                                      |         |
| 29020 - Hatch Tender       26.35         29030 - Line Handler       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30000 - Technical Occupations       28.29         30010 - Air Traffic Control (see 2)       44.99         Specialist Center (HFO)       30011 - Air Traffic Control (see 2)       31.03         Specialist Station (HFO)       30012 - Air Traffic Control (see 2)       34.17         Specialist Terminal (HFO) (see 2)       30.20       30.80         30021 - Archeological Technician I       20.80         30022 - Archeological Technician II       24.16         30030 - Cartographic Technician III       29.03  |                                      |         |
| 29030 - Line Handler       26.35         29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30000 - Technical Occupations       28.29         30010 - Air Traffic Control (see 2)       44.99         Specialist Center (HFO)       100         30011 - Air Traffic Control (see 2)       31.03         Specialist Station (HFO)       30012 - Air Traffic Control (see 2)         30021 - Air Traffic Control (see 2)       34.17         Specialist Terminal (HFO) (see 2)       34.17         30021 - Archeological Technician I       20.80         30022 - Archeological Technician II       24.16         30023 - Archeological Technician III       29.05         30030 - Cartographic Technician       29.33  |                                      |         |
| 29041 - Stevedore I       25.32         29042 - Stevedore II       28.29         30000 - Technical Occupations       28.29         30010 - Air Traffic Control (see 2)       44.99         Specialist Center (HFO)       (see 2)       31.03         Specialist Station (HFO)       (see 2)       34.17         Specialist Terminal (HFO) (see 2)       34.17         Specialist Terminal (HFO) (see 2)       30021 - Archeological Technician I       20.80         30022 - Archeological Technician II       24.16         30023 - Archeological Technician III       29.05         30030 - Cartographic Technician       29.33   |                                      |         |
| 29042 - Stevedore II 28.29<br>30000 - Technical Occupations<br>30010 - Air Traffic Control (see 2) 44.99<br>Specialist Center (HFO)<br>30011 - Air Traffic Control (see 2) 31.03<br>Specialist Station (HFO)<br>30012 - Air Traffic Control 34.17<br>Specialist Terminal (HFO) (see 2)<br>30021 - Archeological Technician I 20.80<br>30022 - Archeological Technician II 24.16<br>30023 - Archeological Technician III 29.05<br>30030 - Cartographic Technician 29.33  |                                      |         |
| 30000 - Technical Occupations30010 - Air Traffic Control(see 2)44.99Specialist Center (HFO)30011 - Air Traffic Control(see 2)31.03Specialist Station (HFO)30012 - Air Traffic Control34.17Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.8030022 - Archeological Technician III24.1630023 - Archeological Technician III29.0530030 - Cartographic Technician29.33  |                                      |         |
| 30010 - Air Traffic Control(see 2)44.99Specialist Center (HFO)30011 - Air Traffic Control(see 2)31.03Specialist Station (HFO)30012 - Air Traffic Control34.17Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.8030022 - Archeological Technician II24.1630023 - Archeological Technician III29.0530030 - Cartographic Technician29.33  |                                      | 28.29   |
| Specialist Center (HFO)30011 - Air Traffic Control (see 2)31.03Specialist Station (HFO)30012 - Air Traffic Control 34.17Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.8030022 - Archeological Technician II24.1630023 - Archeological Technician III29.0530030 - Cartographic Technician29.33   |                                      |         |
| 30011 - Air Traffic Control(see 2)31.03Specialist Station (HFO)30012 - Air Traffic Control34.17Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.8030022 - Archeological Technician II24.1630023 - Archeological Technician III29.0530030 - Cartographic Technician29.33  |                                      | 44.99   |
| Specialist Station (HFO)30012 - Air Traffic Control34.17Specialist Terminal (HFO) (see 2)20.8030021 - Archeological Technician I20.8030022 - Archeological Technician III24.1630023 - Archeological Technician III29.0530030 - Cartographic Technician29.33   | -                                    |         |
| 30012 - Air Traffic Control34.17Specialist Terminal (HFO) (see 2)20.8030021 - Archeological Technician I20.8030022 - Archeological Technician II24.1630023 - Archeological Technician III29.0530030 - Cartographic Technician29.33  |                                      | 31.03   |
| Specialist Terminal (HFO) (see 2)30021 - Archeological Technician I20.8030022 - Archeological Technician II24.1630023 - Archeological Technician III29.0530030 - Cartographic Technician29.33   |                                      |         |
| 30021 - Archeological Technician I20.8030022 - Archeological Technician II24.1630023 - Archeological Technician III29.0530030 - Cartographic Technician29.33  |                                      | 34.17   |
| 30022 - Archeological Technician II24.1630023 - Archeological Technician III29.0530030 - Cartographic Technician29.33   |                                      |         |
| 30023 - Archeological Technician III29.0530030 - Cartographic Technician29.33   |                                      |         |
| 30030 - Cartographic Technician 29.33   |                                      | 24.16   |
|   | 30023 - Archeological Technician III | 29.05   |
| 30040 - Civil Engineering Technician 20.00  | 30030 - Cartographic Technician      | 29.33   |
| SUCAU - CIVIL Engineering recimitcian 30.09   | 30040 - Civil Engineering Technician | 30.09   |
| 30051 - Cryogenic Technician I 27.03  | 30051 - Cryogenic Technician I       | 27.03   |

| 30052 - Cryogenic Technician II                  | 29.86 |
|--|-------|
| 30061 - Drafter/CAD Operator I                   | 20.80 |
| 30062 - Drafter/CAD Operator II                  | 24.16 |
| 30063 - Drafter/CAD Operator III                 | 25.77 |
| 30064 - Drafter/CAD Operator IV                  | 31.72 |
| 30081 - Engineering Technician I                 | 18.26 |
| 30082 - Engineering Technician II                | 20.50 |
| 30083 - Engineering Technician III               | 22.93 |
| 30084 - Engineering Technician IV                | 28.31 |
| 30085 - Engineering Technician V                 | 33.59 |
| 30086 - Engineering Technician VI                | 40.61 |
| 30090 - Environmental Technician                 | 27.29 |
| 30095 - Evidence Control Specialist              | 24.41 |
| 30210 - Laboratory Technician                    | 26.06 |
| 30221 - Latent Fingerprint                       | 27.03 |
| Technician I                                     |       |
| 30222 - Latent Fingerprint                       | 29.86 |
| Technician II                                    |       |
| 30240 - Mathematical Technician                  | 29.33 |
| 30361 - Paralegal/Legal Assistant I              | 21.02 |
| 30362 - Paralegal/Legal Assistant II             | 26.04 |
| 30363 - Paralegal/Legal Assistant                | 31.85 |
| III  |       |
| 30364 - Paralegal/Legal Assistant IV             | 38.53 |
| 30375 - Petroleum Supply Specialist              | 29.86 |
| 30390 - Photo-Optics Technician                  | 29.33 |
| 30395 - Radiation Control Technician             | 29.86 |
| 30461 - Technical Writer I                       | 25.29 |
| 30462 - Technical Writer II                      | 30.94 |
| 30463 - Technical Writer III                     | 37.44 |
| 30491 - Unexploded Ordnance (UXO)                | 28.59 |
| Technician I                                     |       |
| 30492 - Unexploded Ordnance (UXO)                | 34.59 |
| Technician II                                    | 01.05 |
| 30493 - Unexploded Ordnance (UXO)                | 41.46 |
| Technician III                                   | 11.10 |
| 30494 - Unexploded (UXO) Safety                  | 28.59 |
| Escort   | 20.00 |
| 30495 - Unexploded (UXO) Sweep                   | 28.59 |
| Personnel  | 20.05 |
| 30501 - Weather Forecaster I                     | 31.72 |
| 30502 - Weather Forecaster II                    | 38.60 |
| <b>30620 - Weather Observer Combined</b> (see 2) | 25.77 |
| Upper Air Or                                     | 20.11 |
| Surface Programs                                 |       |
| <b>30621 - Weather Observer Senior</b> (see 2)   | 28.18 |
| 31000 - Transportation/Mobile                    | 20.10 |
| Equipment Operation Occupations                  |       |
| 31010 - Airplane Pilot                           | 34.59 |
| JIVIN - MITHIAUG LITOC                           | 54.55 |

| 31020 - Bus Aide                    | 17.37 |
|-------------------------------------|-------|
| 31030 - Bus Driver                  | 21.60 |
| 31043 - Driver Courier              | 14.89 |
| 31260 - Parking and Lot Attendant   | 15.37 |
| 31290 - Shuttle Bus Driver          | 16.81 |
| 31310 - Taxi Driver                 | 18.30 |
| 31361 - Truckdriver Light           | 15.66 |
| 31362 - Truckdriver Medium          | 19.84 |
| 31363 - Truckdriver Heavy           | 22.61 |
| 31364 - Truckdriver Tractor-Trailer | 22.61 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 16.87 |
| 99030 - Cashier                     | 11.97 |
| 99050 - Desk Clerk                  | 13.89 |
| 99095 - Embalmer                    | 32.85 |
| 99130 - Flight Follower             | 28.59 |
| 99251 - Laboratory Animal Caretaker | 19.51 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 20.48 |
| II                                  |       |
| 99260 - Marketing Analyst           | 26.81 |
| 99310 - Mortician                   | 32.85 |
| 99410 - Pest Controller             | 24.12 |
| 99510 - Photofinishing Worker       | 15.02 |
| 99710 - Recycling Laborer           | 19.39 |
| 99711 - Recycling Specialist        | 21.97 |
| 99730 - Refuse Collector            | 17.49 |
| 99810 - Sales Clerk                 | 16.52 |
| 99820 - School Crossing Guard       | 16.57 |
| 99830 - Survey Party Chief          | 26.30 |
| 99831 - Surveying Aide              | 16.46 |
| 99832 - Surveying Technician        | 19.61 |
| 99840 - Vending Machine Attendant   | 21.97 |
| 99841 - Vending Machine Repairer    | 25.10 |
| 99842 - Vending Machine Repairer    | 21.97 |
| Helper                              |       |

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 SCAcovered 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 repovation demolition and maintenance operations on sensitive

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

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

### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

### Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent

information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4137

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION WAGE DETERMINATION D.C. 20210 Wage Determination No.: 2015-4137 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 VERMONT counties:

ADDISON COUNTY: Ferrisburg Lincoln Monkton Starksboro Vergennes

CHITTENDEN COUNTY: Bolton Burlington Charlotte Colchester Essex Hinesburg Huntington Jericho Milton Richmond Shelburne South Burlington St. George Underhill Westford Williston Winooski

FRANKLIN COUNTY: Fairfax Fletcher Georgia St. Albans city St. Albans town Swanton

GRAND ISLE COUNTY: Grand Isle North Hero South Hero

LAMOILLE COUNTY: Cambridge

WASHINGTON COUNTY: Duxbury

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

| OCCUPATION CODE - TITLE                         | FOOTNOTE | RATE  |
|---|----------|-------|
| 01000 - Administrative Support And              |          |       |
| Clerical Occupations                            |          |       |
| 01011 - Accounting Clerk I                      |          | 17.85 |
| 01012 - Accounting Clerk II                     |          | 20.05 |
| 01013 - Accounting Clerk III                    |          | 22.42 |
| 01020 - Administrative Assistant                |          | 25.94 |
| 01035 - Court Reporter                          |          | 19.11 |
| 01041 - Customer Service                        |          | 15.67 |
| Representative I                                |          |       |
| 01042 - Customer Service                        |          | 17.24 |
| Representative II                               |          |       |
| 01043 - Customer Service                        |          | 19.21 |
| Representative III                              |          |       |
| 01051 - Data Entry Operator I                   |          | 15.57 |
| 01052 - Data Entry Operator II                  |          | 16.99 |
| 01060 - Dispatcher Motor Vehicle                |          | 21.14 |
| 01070 - Document Preparation Clerk              |          | 15.93 |
| 01090 - Duplicating Machine Operator            |          | 15.93 |
| 01111 - General Clerk I                         |          | 15.48 |
| 01112 - General Clerk II                        |          | 17.21 |
| 01113 - General Clerk III                       |          | 19.27 |
| 01120 - Housing Referral Assistant              |          | 21.30 |
| 01141 - Messenger Courier                       |          | 12.63 |
| 01191 - Order Clerk I                           |          | 12.03 |
| 01191 - Order Clerk I<br>01192 - Order Clerk II |          | 19.77 |
| 01261 - Personnel Assistant                     |          | 16.30 |
| (Employment) I                                  |          | 10.50 |
| 01262 - Personnel Assistant                     |          | 18.22 |
| (Employment) II                                 |          | 10.22 |
| 01263 - Personnel Assistant                     |          | 20.31 |
| (Employment) III                                |          | 20.31 |
| 01270 - Production Control Clerk                |          | 24.04 |
|   |          |       |
| 01290 - Rental Clerk                            |          | 18.53 |
| 01300 - Scheduler Maintenance                   |          | 17.09 |
| 01311 - Secretary I                             |          | 17.09 |
| 01312 - Secretary II                            |          | 19.11 |
| 01313 - Secretary III                           |          | 21.30 |
| 01320 - Service Order Dispatcher                |          | 18.90 |
| 01410 - Supply Technician                       |          | 25.94 |
| 01420 - Survey Worker                           |          | 20.37 |
| 01460 - Switchboard                             |          | 16.70 |
| Operator/Receptionist                           |          | 10.00 |
| 01531 - Travel Clerk I                          |          | 13.33 |
| 01532 - Travel Clerk II                         |          | 14.52 |
| 01533 - Travel Clerk III                        |          | 15.80 |
| 01611 - Word Processor I                        |          | 15.21 |
| 01612 - Word Processor II                       |          | 17.09 |
| 01613 - Word Processor III                      |          | 19.11 |

| 05000 Automotions Commission Commentions                         |             |       |
|--|-------------|-------|
| 05000 - Automotive Service Occupations                           |             | 01 00 |
| 05005 - Automobile Body Repairer                                 |             | 21.90 |
| Fiberglass   |             | 00 76 |
|  | Electrician |       |
| 05040 - Automotive Glass Installer                               |             | 19.76 |
| 05070 - Automotive Worker  |             | 19.76 |
| 05110 - Mobile Equipment Servicer                                |             | 17.84 |
| 05130 - Motor Equipment Metal                                    |             | 21.78 |
| Mechanic   |             |       |
| 05160 - Motor Equipment Metal Worker                             |             | 19.76 |
| 05190 - Motor Vehicle Mechanic                                   |             | 21.78 |
| 05220 - Motor Vehicle Mechanic                                   |             | 16.90 |
| Helper   |             |       |
| 05250 - Motor Vehicle Upholstery                                 |             | 18.76 |
| Worker   |             |       |
| 05280 – Motor Vehicle Wrecker                                    |             | 19.76 |
| 05310 - Painter Automotive                                       |             | 20.76 |
| 05340 - Radiator Repair Specialist                               |             | 19.76 |
| 05370 - Tire Repairer  |             | 15.76 |
| 05400 - Transmission Repair                                      |             | 21.78 |
| Specialist   |             |       |
| 07000 - Food Preparation And Service                             |             |       |
| Occupations  |             |       |
| 07010 - Baker  |             | 17.72 |
| 07041 - Cook I   |             | 16.51 |
| 07042 - Cook II  |             | 18.29 |
| 07070 - Dishwasher   |             | 13.07 |
| 07130 - Food Service Worker                                      |             | 13.57 |
| 07210 - Meat Cutter  |             | 17.98 |
| 07260 - Waiter/Waitress  |             | 15.19 |
| 09000 - Furniture Maintenance And                                |             | 10.19 |
| Repair Occupations   |             |       |
|  |             | 24.89 |
| 09010 - Electrostatic Spray Painter<br>09040 - Furniture Handler |             | 18.15 |
| 09040 - Furniture Randler<br>09080 - Furniture Refinisher        |             | 24.76 |
|  |             |       |
| 09090 - Furniture Refinisher Helper                              |             | 20.16 |
| 09110 - Furniture Repairer Minor                                 |             | 22.38 |
| 09130 - Upholsterer  |             | 24.76 |
| 11000 - General Services And Support                             |             |       |
| Occupations  |             |       |
| 11030 - Cleaner Vehicles   |             | 14.11 |
| 11060 - Elevator Operator  |             | 14.99 |
| 11090 - Gardener   |             | 20.53 |
| 11122 - Housekeeping Aide  |             | 14.99 |
| 11150 - Janitor  |             | 14.99 |
| 11210 - Laborer Grounds Maintenance                              |             | 17.34 |
| 11240 - Maid or Houseman   |             | 13.68 |
| 11260 - Pruner   |             | 16.25 |
| 11270 - Tractor Operator   |             | 19.45 |

| 11330 - Trail Maintenance Worker                                  | 17.34          |
|---|----------------|
| 11360 - Window Cleaner  | 15.99          |
| 12000 - Health Occupations  |                |
| 12010 - Ambulance Driver  | 23.62          |
| 12011 - Breath Alcohol Technician                                 | 23.57          |
| 12012 - Certified Occupational                                    | 32.34          |
| Therapist Assistant   |                |
| 12015 - Certified Physical Therapist                              | 28.94          |
| Assistant   |                |
| 12020 - Dental Assistant  | 23.41          |
| 12025 - Dental Hygienist  | 37.75          |
| 12030 - EKG Technician  | 35.72          |
| 12035 - Electroneurodiagnostic                                    | 35.72          |
| Technologist  |                |
| 12040 - Emergency Medical Technician                              | 23.62          |
| 12071 - Licensed Practical Nurse I                                | 21.08          |
| 12072 - Licensed Practical Nurse II                               | 23.57          |
| 12073 - Licensed Practical Nurse III                              | 26.27          |
| 12100 - Medical Assistant   | 17.64          |
| 12130 - Medical Laboratory  | 26.24          |
| Technician<br>12160 - Medical Record Clerk                        | 10 00          |
| 12160 - Medical Record Clerk<br>12190 - Medical Record Technician | 18.03<br>20.37 |
|   | 20.37          |
| 12195 - Medical Transcriptionist<br>12210 - Nuclear Medicine      | 51.80          |
| Technologist  | JI.0U          |
| 12221 - Nursing Assistant I                                       | 12.24          |
| 12222 - Nursing Assistant II                                      | 13.75          |
| 12223 - Nursing Assistant III                                     | 15.01          |
| 12224 - Nursing Assistant IV                                      | 16.86          |
| 12235 - Optical Dispenser   | 23.60          |
| 12236 - Optical Technician  | 20.25          |
| 12250 - Pharmacy Technician                                       | 17.09          |
| 12280 - Phlebotomist  | 18.51          |
| 12305 - Radiologic Technologist                                   | 31.60          |
| 12311 - Registered Nurse I  | 22.91          |
| 12312 - Registered Nurse II                                       | 28.02          |
| 12313 - Registered Nurse II                                       | 28.02          |
| Specialist  |                |
| 12314 - Registered Nurse III                                      | 33.19          |
| 12315 - Registered Nurse III                                      | 33.19          |
| Anesthetist   |                |
| 12316 - Registered Nurse IV                                       | 39.77          |
| 12317 - Scheduler (Drug and Alcohol                               | 29.20          |
| Testing)  | 00             |
| 12320 - Substance Abuse Treatment                                 | 23.53          |
| Counselor   |                |
| 13000 - Information And Arts                                      |                |
| Occupations   |                |

| 13011 - Exhibits Specialist I                               |         | 20.07 |
|---|---------|-------|
| 13012 - Exhibits Specialist II                              |         | 24.87 |
| 13013 - Exhibits Specialist III                             |         | 30.42 |
| 13041 - Illustrator I                                       |         | 20.19 |
| 13042 - Illustrator II                                      |         | 24.87 |
| 13043 - Illustrator III                                     |         | 30.42 |
| 13047 - Librarian   |         | 27.54 |
| 13050 - Library Aide/Clerk                                  |         | 15.37 |
| 13054 - Library Information                                 |         | 24.87 |
| Technology Systems  |         |       |
| Administrator   |         | 17 74 |
| 13058 - Library Technician                                  |         | 17.34 |
| 13061 - Media Specialist I                                  |         | 20.07 |
| 13062 - Media Specialist II<br>13063 - Media Specialist III |         | 20.07 |
| 13071 - Photographer I                                      |         | 17.95 |
| 13072 - Photographer II                                     |         | 19.09 |
| 13073 - Photographer III                                    |         | 25.14 |
| 13074 - Photographer IV                                     |         | 29.49 |
| 13075 - Photographer V                                      |         | 41.21 |
| 13090 - Technical Order Library                             |         | 19.31 |
| Clerk   |         | 19.01 |
| 13110 - Video Teleconference                                |         | 18.20 |
| Technician  |         |       |
| 14000 - Information Technology                              |         |       |
| Occupations   |         |       |
| 14041 - Computer Operator I                                 |         | 16.58 |
| 14042 - Computer Operator II                                |         | 18.55 |
| 14043 - Computer Operator III                               |         | 20.69 |
| 14044 - Computer Operator IV                                |         | 23.48 |
| 14045 - Computer Operator V                                 |         | 26.06 |
| 14071 - Computer Programmer I                               | (see 1) | 24.21 |
| 14072 - Computer Programmer II                              | (see 1) |       |
|   | (see 1) |       |
| 14103 - Computer Systems Analyst III                        | (see 1) |       |
| 14150 - Peripheral Equipment                                |         | 16.58 |
| Operator  |         |       |
| 14160 - Personal Computer Support                           |         | 26.06 |
| Technician  |         |       |
| 14170 - System Support Specialist                           |         | 26.06 |
| 15000 - Instructional Occupations                           |         | 20 10 |
| 15010 - Aircrew Training Devices<br>Instructor (Non-Rated)  |         | 29.12 |
| 15020 - Aircrew Training Devices                            |         | 35.24 |
| Instructor (Rated)  |         | JJ.24 |

| 15030 - Air Crew Training Devices<br>Instructor (Pilot)     | 42.23 |
|---|-------|
|   | 29.12 |
| 15050 - Computer Based Training                             | 29.12 |
| Specialist / Instructor                                     | 28.05 |
| 15060 - Educational Technologist                            |       |
| 15070 - Flight Instructor (Pilot)                           | 44.48 |
| 15080 - Graphic Artist                                      | 22.87 |
| 15085 - Maintenance Test Pilot Fixed                        | 42.23 |
| Jet/Prop  |       |
| 15086 - Maintenance Test Pilot                              | 42.23 |
| Rotary Wing   |       |
| 15088 - Non-Maintenance Test/Co-                            | 42.23 |
| Pilot   |       |
| 15090 - Technical Instructor                                | 23.87 |
| 15095 - Technical Instructor/Course                         | 29.37 |
| Developer   |       |
| 15110 - Test Proctor  | 19.26 |
| 15120 - Tutor   | 19.26 |
| 16000 - Laundry Dry-Cleaning Pressing                       |       |
| And Related Occupations                                     |       |
| 16010 - Assembler   | 13.67 |
| 16030 - Counter Attendant                                   | 13.67 |
| 16040 - Dry Cleaner   | 15.62 |
| 16070 - Finisher Flatwork Machine                           | 13.67 |
| 16090 - Presser Hand  | 13.67 |
| 16110 - Presser Machine Drycleaning                         | 13.67 |
| 16130 - Presser Machine Shirts                              | 13.67 |
| 16160 - Presser Machine Wearing                             | 13.67 |
| Apparel Laundry   |       |
| 16190 - Sewing Machine Operator                             | 16.27 |
| 16220 - Tailor  | 16.92 |
| 16250 - Washer Machine                                      | 14.32 |
| 19000 - Machine Tool Operation And                          |       |
| Repair Occupations  |       |
| 19010 - Machine-Tool Operator (Tool                         | 22.88 |
| Room)   |       |
| 19040 - Tool And Die Maker                                  | 28.90 |
| 21000 - Materials Handling And Packing                      |       |
| Occupations   |       |
| 21020 - Forklift Operator                                   | 20.35 |
| 21030 - Material Coordinator                                | 24.04 |
| 21040 - Material Expediter                                  | 24.04 |
| 21050 - Material Handling Laborer                           | 16.62 |
| 21071 - Order Filler  | 14.53 |
| 21080 - Production Line Worker (Food                        | 20.35 |
| Processing)   | 20.33 |
| 21110 - Shipping Packer                                     | 17.68 |
| 21110 - Shipping Facker<br>21130 - Shipping/Receiving Clerk | 17.68 |
| 21130 - Shipping/Receiving Cierk<br>21140 - Store Worker I  | 14.76 |
| TITAN - DIOLE MOLKET I                                      | 14./0 |

| 21150 - Stock Clerk  | 17.88 |
|--|-------|
| 21210 - Tools And Parts Attendant  | 20.35 |
| 21210 - 1001s And Parts Attendant<br>21410 - Warehouse Specialist        | 20.35 |
| 23000 - Mechanics And Maintenance And                                    | 20.33 |
| Repair Occupations   |       |
|  | 33.60 |
| 23010 - Aerospace Structural Welder<br>23019 - Aircraft Logs and Records | 27.64 |
| Technician   | 27.04 |
| 23021 - Aircraft Mechanic I  | 32.09 |
| 23022 - Aircraft Mechanic II   | 33.60 |
| 23022 - Aircraft Mechanic II<br>23023 - Aircraft Mechanic III            | 34.99 |
| 23040 - Aircraft Mechanic Helper   | 24.99 |
| 23050 - Aircraft Painter   | 30.59 |
| 23060 - Aircraft Servicer  | 27.64 |
| 23070 - Aircraft Survival Flight   | 30.59 |
| Equipment Technician   | 50.59 |
| 23080 - Aircraft Worker  | 29.11 |
| 23090 - Aircrait Worker<br>23091 - Aircrew Life Support                  | 29.11 |
| Equipment (ALSE) Mechanic  | 29.11 |
| I I I I I I I I I I I I I I I I I I I                                    |       |
| —  | 32.09 |
| 23092 - Aircrew Life Support<br>Equipment (ALSE) Mechanic                | 52.09 |
| II   |       |
| 23110 - Appliance Mechanic   | 25.01 |
| 23110 - Appliance Mechanic<br>23120 - Bicycle Repairer                   | 18.04 |
| 23125 - Cable Splicer  | 43.36 |
| 23125 - Cable Spiller<br>23130 - Carpenter Maintenance                   | 23.33 |
| 23130 - Carpet Layer   | 23.55 |
| 23140 - Carpet Hayer<br>23160 - Electrician Maintenance                  | 26.27 |
| 23180 - Electronics Technician   | 30.30 |
| Maintenance I  | 50.50 |
| 23182 - Electronics Technician   | 31.84 |
| Maintenance II   | 51.01 |
| 23183 - Electronics Technician   | 33.40 |
| Maintenance III  | 55.10 |
| 23260 - Fabric Worker  | 22.63 |
| 23290 - Fire Alarm System Mechanic                                       | 25.97 |
| 23310 - Fire Extinguisher Repairer                                       | 21.53 |
| 23311 - Fuel Distribution System   | 32.96 |
| Mechanic   | 02.90 |
| 23312 - Fuel Distribution System   | 26.99 |
| Operator   | 20000 |
| 23370 - General Maintenance Worker                                       | 21.52 |
| 23380 - Ground Support Equipment   | 32.09 |
| Mechanic   |       |
| 23381 - Ground Support Equipment   | 27.64 |
| Servicer   |       |
| 23382 - Ground Support Equipment   | 29.11 |
| Worker   |       |
|  |       |

| 23392       Gunsmith II       23.81         23393       Gunsmith III       23.81         23393       Gunsmith III       26.24         23410       Heating Ventilation And Air-       27.38         Conditioning       28.67         Mechanic       28.67         Contidioning       28.67         Mechanic (Research Facility)       23430         23400       Heavy Equipment Mechanic       25.87         23401       Heavy Equipment Operator       21.82         23400       Heavy Equipment Operator       21.82         23401       Laboratory/Shelter Mechanic       25.01         23470       Laborer       16.62         23510       Locksmith       25.01         23530       Machinery Maintenance       24.33         23540       Maintenance Trades Helper       17.38         23550       Machinery Trades Helper       17.38         23591       Metrology Technician II       26.24         23600       Maintenance       19.21         23593       Metrology Technician III       26.24         23710       Office Appliance Repairer       24.97         23760       Painter Maintenance       25.93   | 23391 - Gunsmith I                  | 21.53 |
|--|-------------------------------------|-------|
| 23393 - Gunsmith III       26.24         23410 - Heating Ventilation And Air-       27.38         Conditioning       23411 - Heating Ventilation And Air       28.67         Contidioning       Mechanic       25.87         23400 - Heavy Equipment Mechanic       25.87         23460 - Instrument Mechanic       26.24         23465 - Laboratory/Shelter Mechanic       25.01         23470 - Laborer       16.62         23510 - Locksmith       25.01         23530 - Machinist Maintenance       24.33         23580 - Maintenance Trades Helper       17.38         23591 - Metrology Technician II       27.49         23592 - Metrology Technician III       27.49         23593 - Metrology Technician III       27.49         23593 - Metrology Technician III       27.49         23593 - Pipefitter Maintenance       29.41         23700 - Pipefitter Maintenance       29.42         23810 - Plumber Maintenance       26.24         23810 - Saelt Mechanic       27.21         23810 - Saelt Mechanic       27.21         23810 - Saelt Mechanic       27.18 </th <th></th> <th></th>                                   |                                     |       |
| 23410 - Heating Ventilation And Air-<br>Conditioning27.38Conditioning23411 - Heating Ventilation And Air<br>23430 - Heavy Equipment Mechanic28.67Contidioning23430 - Heavy Equipment Mechanic25.8723430 - Heavy Equipment Mechanic25.8723440 - Instrument Mechanic25.0123470 - Laborer16.6223510 - Locksmith25.0123530 - Machinery Maintenance24.3323550 - Machinist Maintenance24.3323580 - Machinist Maintenance24.3323591 - Metrology Technician II27.4923592 - Metrology Technician III26.2423710 - Office Appliance Repairer24.9723760 - Painter Maintenance19.4523790 - Pipefitter Maintenance25.9323820 - Pneudraulic Systems Mechanic26.2423891 - Shael Merchanic23.8123890 - Sheet-Metal Worker24.06Maintenance23.8123931 - Telecommunications Mechanic27.78II23.931 - Telecommunications Mechanic27.78II23950 - Welder Combination22.4023910 - Small Engine Mechanic21.2423950 - Telephone Lineman26.6823960 - Welder Combination22.4023970 - Woodcraft Worker26.2423970 - Woodcraft Worker24.9023950 - Telephone Lineman26.6823950 - Telephone Lineman26.6823950 - Welder Combination22.40Maintenance21.2423950 - Case Manager24.8624550 - Case Manager<  |                                     |       |
| Conditioning         23411 - Heating Ventilation And Air         28.67           Contidioning         28.67           Mechanic (Research Facility)         23430 - Heavy Equipment Mechanic         25.87           23440 - Heavy Equipment Operator         21.82           23460 - Instrument Mechanic         26.24           23470 - Laboratory/Shelter Mechanic         25.01           23510 - Locksmith         25.01           23530 - Machinery Maintenance         26.34           Mechanic         24.33           23580 - Machinist Maintenance         24.33           23591 - Metrology Technician I         26.24           23592 - Metrology Technician III         26.24           23593 - Metrology Technician III         26.24           23500 - Maintenance Repairer         24.93           23593 - Metrology Technician III         26.24           2310 - Office Appliance Repairer         24.97           23700 - Pipefitter Maintenance         27.21           23810 - Plumber Maintenance         25.93           23820 - Pneudraulic Systems Mechanic         26.24           23870 - Scale Mechanic         23.81           23890 - Sheet-Metal Worker         26.24           23910 - Small Engine Mechanic         27.78           I                    |                                     |       |
| Mechanic28.6723411 - Heating Ventilation And Air28.67Contidioning23430 - Heavy Equipment Mechanic25.8723430 - Heavy Equipment Mechanic26.2423460 - Instrument Mechanic26.2423465 - Laboratory/Shelter Mechanic25.0123510 - Locksmith25.0123530 - Machinery Maintenance26.34Mechanic24.3323580 - Machinist Maintenance24.3323591 - Metrology Technician I26.2423592 - Metrology Technician III27.4923533 - Metrology Technician III26.2423710 - Office Appliance Repairer24.9723760 - Painter Maintenance27.2123810 - Plumber Maintenance25.9323820 - Pneudraulic Systems Mechanic26.2423870 - Scale Mechanic23.8123890 - Sheet-Metal Worker24.06Maintenance23.8123800 - Sheet-Metal Worker24.06Maintenance27.19123.2323800 - Sheet-Metal Worker21.2423931 - Telecommunications Mechanic27.781123.9323950 - Telephone Lineman26.6823960 - Welder Combination22.40Maintenance23.4123950 - Case Manager26.2423970 - Case Manager26.2423970 - Case Manager26.2423970 - Child Care Attendant21.4924550 - Case Manager28.6223970 - Child Care Center Clerk7.64   | -                                   | 27.38 |
| 23411 - Heating Ventilation And Air       28.67         Contidioning       Mechanic (Research Facility)         23430 - Heavy Equipment Mechanic       25.87         23440 - Heavy Equipment Operator       21.82         23460 - Instrument Mechanic       26.24         23465 - Laboratory/Shelter Mechanic       25.01         23470 - Laborer       16.62         23510 - Locksmith       25.01         23530 - Machinery Maintenance       24.33         23580 - Machinist Maintenance       24.33         23591 - Metrology Technician II       27.49         23592 - Metrology Technician III       27.49         23593 - Metrology Technician III       27.49         23593 - Metrology Technician III       27.49         23500 - Painter Maintenance       29.43         23700 - Office Appliance Repairer       24.97         23700 - Pipefitter Maintenance       25.93         23820 - Phumber Maintenance       25.93         23820 - Plumber Maintenance       23.81         23890 - Scale Mechanic       23.81         23890 - Scale Mechanic       21.24         23931 - Telecommunications Mechanic       27.78         23930 - Telephone Lineman       26.68         23950 - Telephone Lineman       26.68  | -                                   |       |
| Contidioning         Mechanic (Research Facility)           23430 - Heavy Equipment Mechanic         25.87           23440 - Heavy Equipment Operator         21.82           23460 - Instrument Mechanic         26.24           23470 - Laboratory/Shelter Mechanic         25.01           23470 - Laboratory/Shelter Mechanic         25.01           2350 - Lacksmith         25.01           23530 - Machinery Maintenance         26.34           Mechanic         2           2350 - Machinist Maintenance         24.33           23591 - Metrology Technician I         26.24           23592 - Metrology Technician II         27.49           23593 - Metrology Technician III         27.49           23593 - Metrology Technician III         28.62           23760 - Painter Maintenance         19.45           23790 - Pipefitter Maintenance         27.21           23810 - Plumber Maintenance         25.93           23820 - Pneudraulic Systems Mechanic         26.24           23870 - Scale Mechanic         23.81           23820 - Sheet-Metal Worker         24.06           Maintenance         23.81           23800 - Sheet-Metal Worker         21.24           23901 - Sall Engine Mechanic         27.78           II                                 |                                     |       |
| Mechanic (Research Facility)         23430 - Heavy Equipment Mechanic         25.87           23440 - Heavy Equipment Operator         21.82           23460 - Instrument Mechanic         26.24           23465 - Laboratory/Shelter Mechanic         25.01           23470 - Laborer         16.62           23510 - Locksmith         25.01           23550 - Machinery Maintenance         26.34           Mechanic         2           23550 - Machinist Maintenance         24.33           23580 - Maintenance Trades Helper         17.38           23591 - Metrology Technician II         26.24           23592 - Metrology Technician III         28.62           23600 - Milwright         26.24           23710 - Office Appliance Repairer         24.97           23760 - Painter Maintenance         27.21           23820 - Pinedraulic Systems Mechanic         26.24           23810 - Plumber Maintenance         25.93           23820 - Sheet-Metal Worker         24.06           Maintenance         21.24           23830 - Sheet-Metal Worker         21.24           23901 - Small Engine Mechanic         21.24           23901 - Sheet-Metal Worker         21.24           23950 - Telephone Lineman         26.68 <t< th=""><th>-</th><th>28.67</th></t<> | -                                   | 28.67 |
| 23430 - Heavy Equipment Mechanic       25.87         23440 - Heavy Equipment Operator       21.82         23460 - Instrument Mechanic       26.24         23465 - Laboratory/Shelter Mechanic       25.01         23470 - Laborer       16.62         23510 - Locksmith       25.01         23530 - Machinery Maintenance       24.33         Mechanic       2         23550 - Machinist Maintenance       24.33         23580 - Maintenance Trades Helper       17.38         23591 - Metrology Technician I       26.24         23592 - Metrology Technician III       27.49         23593 - Metrology Technician III       28.62         23640 - Millwright       26.24         23710 - Office Appliance Repairer       24.97         23760 - Painter Maintenance       27.21         23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       21.24         23910 - Small Engine Mechanic       21.24         23931 - Telecommunications Mechanic       27.78         II       23965 - Well Driller       26.68         23960 - Welder Combina   | -                                   |       |
| 23440 - Heavy Equipment Operator       21.82         23460 - Instrument Mechanic       26.24         23470 - Laboratory/Shelter Mechanic       25.01         2350 - Locksmith       25.01         23530 - Machinery Maintenance       26.34         Mechanic       24.33         23550 - Machinist Maintenance       24.33         23550 - Machinist Maintenance       24.33         23591 - Metrology Technician I       26.24         23592 - Metrology Technician III       27.49         23533 - Matrology Technician III       28.62         23640 - Millwright       26.24         23710 - Office Appliance Repairer       24.37         23780 - Painter Maintenance       27.21         23810 - Plipefitter Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       27.19         1       1         23931 - Telecommunications Mechanic       27.19         1       23900 - Small Engine Mechanic       27.19         1       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance   | Mechanic (Research Facility)        |       |
| 23460 - Instrument Mechanic         26.24           23465 - Laboratory/Shelter Mechanic         25.01           23470 - Laborer         16.62           23510 - Locksmith         25.01           23530 - Machinery Maintenance         26.34           Mechanic         2           23550 - Machinist Maintenance         24.33           23580 - Maintenance Trades Helper         21.33           23591 - Metrology Technician II         26.24           23592 - Metrology Technician III         27.49           23593 - Metrology Technician III         28.62           23640 - Millwright         26.24           23710 - Office Appliance Repairer         24.97           23760 - Painter Maintenance         29.32           23810 - Plumber Maintenance         25.93           23820 - Pneudraulic Systems Mechanic         26.24           23800 - Rigger         26.24           23810 - Scale Mechanic         23.81           23820 - Sheet-Metal Worker         24.06           Maintenance         21.24           23931 - Telecommunications Mechanic         27.19           I         I         I           23932 - Telecommunications Mechanic         27.19           I         I         I  | 23430 - Heavy Equipment Mechanic    | 25.87 |
| 23465 - Laboratory/Shelter Mechanic       25.01         23470 - Laborer       16.62         23510 - Locksmith       25.01         23530 - Machinery Maintenance       26.34         Mechanic       2         23550 - Machinist Maintenance       24.33         23580 - Maintenance Trades Helper       17.38         23591 - Metrology Technician I       26.24         23592 - Metrology Technician III       27.49         23593 - Metrology Technician III       28.62         23640 - Millwright       26.24         23710 - Office Appliance Repairer       24.97         23760 - Painter Maintenance       27.21         23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       27.19         I       23931 - Telecommunications Mechanic       27.19         I       23932 - Telecommunications Mechanic       27.19         II       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23.91       24.02         10       24.00       24.02 <t< th=""><th>23440 - Heavy Equipment Operator</th><td>21.82</td></t<>                                    | 23440 - Heavy Equipment Operator    | 21.82 |
| 23470 - Laborer       16.62         23510 - Locksmith       25.01         23530 - Machinery Maintenance       26.34         Mechanic       2         23550 - Machinist Maintenance       24.33         23580 - Maintenance Trades Helper       17.38         23591 - Metrology Technician I       26.24         23592 - Metrology Technician III       27.49         23593 - Metrology Technician III       26.24         23710 - Office Appliance Repairer       24.97         23760 - Painter Maintenance       19.45         23790 - Pipefitter Maintenance       25.93         23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       27.19         23910 - Small Engine Mechanic       21.24         23931 - Telecommunications Mechanic       27.78         II       23950 - Welder Combination       22.40         Maintenance       23960 - Welder Combination       22.40         Maintenance       23950 - Telephone Lineman       26.68         23965 - Well Driller       26.24       23970 - Woodcraft Worker       26.24   | 23460 - Instrument Mechanic         | 26.24 |
| 23510 - Locksmith       25.01         23530 - Machinery Maintenance       26.34         Mechanic       23550 - Machinist Maintenance       24.33         23550 - Maintenance Trades Helper       17.38         23591 - Metrology Technician I       26.24         23592 - Metrology Technician III       27.49         23593 - Metrology Technician III       28.62         23640 - Millwright       26.24         23710 - Office Appliance Repairer       24.97         23760 - Painter Maintenance       27.21         23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       27.18         23931 - Telecommunications Mechanic       27.78         23932 - Telecommunications Mechanic       27.78         23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       21.24         23950 - Telephone Lineman       26.624         23960 - Welder Combination       21.49         24000 - Personal Needs Occupations       21.49         24000 - Personal Needs Occupations       21.49   | 23465 - Laboratory/Shelter Mechanic | 25.01 |
| 23530 - Machinery Maintenance       26.34         Mechanic       24.33         23580 - Maintenance Trades Helper       17.38         23591 - Metrology Technician I       26.24         23592 - Metrology Technician II       27.49         23593 - Metrology Technician III       28.62         23640 - Millwright       26.24         23710 - Office Appliance Repairer       24.97         23780 - Painter Maintenance       19.45         23790 - Pipefitter Maintenance       27.21         23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       21.24         23910 - Small Engine Mechanic       27.78         23910 - Small Engine Mechanic       27.78         23931 - Telecommunications Mechanic       27.78         23950 - Telephone Lineman       26.624         23960 - Welder Combination       22.40         Maintenance       23.91         23960 - Welder Combination       21.24         23960 - Welder Combination       26.24         23960 - Welder Combination       26.24         23970 - Woodcraft Worker       26.2   | 23470 - Laborer                     | 16.62 |
| 23530 - Machinery Maintenance         26.34           Mechanic         23550           23550 - Machinist Maintenance         24.33           23580 - Maintenance Trades Helper         17.38           23591 - Metrology Technician I         26.24           23592 - Metrology Technician II         27.49           23593 - Metrology Technician III         28.62           23640 - Millwright         26.24           23710 - Office Appliance Repairer         24.97           23760 - Painter Maintenance         19.45           23790 - Pipefitter Maintenance         27.21           23810 - Plumber Maintenance         26.24           23870 - Scale Mechanic         26.24           23870 - Scale Mechanic         23.81           23890 - Sheet-Metal Worker         24.06           Maintenance         21.24           23910 - Small Engine Mechanic         27.78           II         23932 - Telecommunications Mechanic         27.78           II         23950 - Welder Combination         22.40           Maintenance         23960 - Welder Combination         24.06           23960 - Welder Combination         26.62         23960           23960 - Welder Combination         26.62         23960           23965 - Well                                 | 23510 - Locksmith                   | 25.01 |
| Mechanic         23550 - Machinist Maintenance         24.33           23580 - Maintenance Trades Helper         17.38           23591 - Metrology Technician I         26.24           23592 - Metrology Technician III         28.62           23640 - Millwright         26.24           23710 - Office Appliance Repairer         24.97           23760 - Painter Maintenance         19.45           23790 - Pipefitter Maintenance         25.93           23820 - Pneudraulic Systems Mechanic         26.24           23870 - Scale Mechanic         23.81           23890 - Sheet-Metal Worker         24.06           Maintenance         23.81           23910 - Small Engine Mechanic         27.78           IT         23931 - Telecommunications Mechanic         27.78           23950 - Telephone Lineman         26.68           23960 - Welder Combination         22.40           Maintenance         27.78           IT         24.06           Maintenance         27.78           23930 - Telephone Lineman         26.68           23960 - Welder Combination         22.40           Maintenance         21.24           23960 - Welder Combination         26.24           23970 - Woodcraft Worker         2  | 23530 - Machinery Maintenance       |       |
| 23550 - Machinist Maintenance       24.33         23580 - Maintenance Trades Helper       17.38         23591 - Metrology Technician I       26.24         23592 - Metrology Technician II       27.49         23593 - Metrology Technician III       28.62         23640 - Millwright       26.24         23710 - Office Appliance Repairer       24.97         23760 - Painter Maintenance       19.45         23790 - Pipefitter Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       21.24         23910 - Small Engine Mechanic       27.78         II       23931 - Telecommunications Mechanic       27.78         III       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23.93       24.06         II       24.02       23.91         23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       24.00         23970 - Woodcraft Worker       26.24         23970 - Woodcraft Worker       26.24   | —                                   |       |
| 23580 - Maintenance Trades Helper       17.38         23591 - Metrology Technician I       26.24         23592 - Metrology Technician II       27.49         23593 - Metrology Technician III       28.62         23640 - Millwright       26.24         23710 - Office Appliance Repairer       24.97         23760 - Painter Maintenance       19.45         23790 - Pipefitter Maintenance       27.21         23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       27.19         23910 - Small Engine Mechanic       27.19         23931 - Telecommunications Mechanic       27.78         II       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23.40         Maintenance       21.24         23960 - Welder Combination       22.40         Maintenance       21.24         23960 - Welder Combination       22.40         Maintenance       21.49         23965 - Well Driller       26.24         23970 - Woodcraft Worker       26.24      <  |                                     | 24.33 |
| 23591 - Metrology Technician I       26.24         23592 - Metrology Technician III       27.49         23593 - Metrology Technician III       28.62         23640 - Millwright       26.24         23710 - Office Appliance Repairer       24.97         23760 - Painter Maintenance       19.45         23700 - Pipefitter Maintenance       25.93         23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       21.24         23910 - Small Engine Mechanic       21.24         23932 - Telecommunications Mechanic       27.78         II       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23.91         23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       26.24         23970 - Woodcraft Worker       26.24         23980 - Woodworker       26.24         23980 - Woodworker       26.24         23980 - Woodworker       26.24         23980 - Woodworker       26.24  |                                     |       |
| 23592 - Metrology Technician II       27.49         23593 - Metrology Technician III       28.62         23640 - Millwright       26.24         23710 - Office Appliance Repairer       24.97         23760 - Painter Maintenance       19.45         23790 - Pipefitter Maintenance       27.21         23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       27.19         I       23931 - Telecommunications Mechanic       27.78         II       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       27.78         II       22.40         Maintenance       26.24         23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       26.24         23970 - Woodcraft Worker       26.24         23980 - Woodworker       26.24         23980 - Woodworker       26.24         23980 - Woodworker       26.24         23980 - Woodworker       26.24         23980 - Woodworker<   |                                     |       |
| 23593 - Metrology Technician III       28.62         23640 - Millwright       26.24         23710 - Office Appliance Repairer       24.97         23760 - Painter Maintenance       19.45         23790 - Pipefitter Maintenance       27.21         23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       27.19         I       23910 - Small Engine Mechanic       27.19         I       23931 - Telecommunications Mechanic       27.78         II       23950 - Telephone Lineman       26.68         23965 - Wellder Combination       22.40         Maintenance       23970 - Woodcraft Worker       26.24         23970 - Woodraft Worker       26.24         23970 - Woodraft Worker       26.24         23970 - Woodraft Worker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       24.90         24550 - Case Manager       18.86         24550 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64  |                                     |       |
| 23640 - Millwright       26.24         23710 - Office Appliance Repairer       24.97         23760 - Painter Maintenance       19.45         23790 - Pipefitter Maintenance       27.21         23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23850 - Rigger       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       27.19         I       23931 - Telecommunications Mechanic       27.78         II       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23.970       23.970         23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23.41         23950 - Telephone Lineman       26.26         23960 - Welder Combination       22.40         Maintenance       23.41         23950 - Telephone Lineman       26.24         23970 - Woodcraft Worker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       24.02         24550 - Case Manager       18.86  | 51                                  |       |
| 23710 - Office Appliance Repairer       24.97         23760 - Painter Maintenance       19.45         23790 - Pipefitter Maintenance       27.21         23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       27.19         23910 - Small Engine Mechanic       27.78         1       23931 - Telecommunications Mechanic       27.78         11       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23.97       24.06         21       24.06       24.06   |                                     |       |
| 23760 - Painter Maintenance       19.45         23790 - Pipefitter Maintenance       27.21         23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23850 - Rigger       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       21.24         23910 - Small Engine Mechanic       21.24         23931 - Telecommunications Mechanic       27.78         II       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23970 - Woodcraft Worker       26.24         23970 - Personal Needs Occupations       21.49         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64  | -                                   |       |
| 23790 - Pipefitter Maintenance       27.21         23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23850 - Rigger       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       21.24         23910 - Small Engine Mechanic       27.19         I       23932 - Telecommunications Mechanic       27.78         II       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23.970       26.24         23965 - Well Driller       26.24         23970 - Woodcraft Worker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64   |                                     |       |
| 23810 - Plumber Maintenance       25.93         23820 - Pneudraulic Systems Mechanic       26.24         23850 - Rigger       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       21.24         23931 - Telecommunications Mechanic       27.19         I       23932 - Telecommunications Mechanic       27.78         II       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23965 - Well Driller       26.24         23980 - Woodworker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64   |                                     |       |
| 23820 - Pneudraulic Systems Mechanic       26.24         23850 - Rigger       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       21.24         23931 - Telecommunications Mechanic       27.19         I       23950 - Telecommunications Mechanic       27.78         II       23960 - Welder Combination       22.40         Maintenance       22.40         Maintenance       22.40         Maintenance       22.40         23960 - Welder Combination       22.40         Maintenance       26.68         23970 - Woodcraft Worker       26.24         23980 - Woodworker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24500 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64   | -                                   |       |
| 23850 - Rigger       26.24         23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       21.24         23910 - Small Engine Mechanic       27.19         I       23932 - Telecommunications Mechanic       27.78         II       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       26.68         23965 - Well Driller       26.24         23970 - Woodcraft Worker       26.24         23980 - Woodworker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24500 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64  |                                     |       |
| 23870 - Scale Mechanic       23.81         23890 - Sheet-Metal Worker       24.06         Maintenance       21.24         23910 - Small Engine Mechanic       21.24         23931 - Telecommunications Mechanic       27.19         I       23950 - Telecommunications Mechanic       27.78         II       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23970 - Woodcraft Worker       26.24         23980 - Woodworker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64  |                                     |       |
| 23890 - Sheet-Metal Worker       24.06         Maintenance       21.24         23910 - Small Engine Mechanic       27.19         23931 - Telecommunications Mechanic       27.19         I       23932 - Telecommunications Mechanic       27.78         II       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       22.40         Maintenance       26.24         23970 - Woodcraft Worker       26.24         23980 - Woodworker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64   |                                     |       |
| Maintenance       21.24         23910 - Small Engine Mechanic       21.24         23931 - Telecommunications Mechanic       27.19         I       23932 - Telecommunications Mechanic       27.78         23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23950 - Vell Driller       26.24         23970 - Woodcraft Worker       26.24         23980 - Woodworker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64  |                                     |       |
| 23910 - Small Engine Mechanic       21.24         23931 - Telecommunications Mechanic       27.19         I       23932 - Telecommunications Mechanic       27.78         23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       26.24         23970 - Welder Korker       26.24         23980 - Woodcraft Worker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64  |                                     | 24.06 |
| 23931 - Telecommunications Mechanic 27.19<br>I 23932 - Telecommunications Mechanic 27.78<br>II 23950 - Telephone Lineman 26.68<br>23960 - Welder Combination 22.40<br>Maintenance 26.24<br>23965 - Well Driller 26.24<br>23970 - Woodcraft Worker 26.24<br>23980 - Woodworker 21.49<br>24000 - Personal Needs Occupations 21.49<br>24550 - Case Manager 18.86<br>24550 - Child Care Attendant 14.15<br>24580 - Child Care Center Clerk 17.64   |                                     | 01 04 |
| I       23932 - Telecommunications Mechanic       27.78         II       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23965 - Well Driller       26.24         23970 - Woodcraft Worker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64  | -                                   |       |
| 23932 - Telecommunications Mechanic       27.78         11       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       23965 - Well Driller       26.24         23970 - Woodcraft Worker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64  |                                     | 27.19 |
| II       23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       26.24         23970 - Welder Tworker       26.24         23980 - Woodcraft Worker       26.24         23980 - Woodworker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64   | -                                   |       |
| 23950 - Telephone Lineman       26.68         23960 - Welder Combination       22.40         Maintenance       26.24         23965 - Well Driller       26.24         23970 - Woodcraft Worker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64   |                                     | 27.78 |
| 23960 - Welder Combination       22.40         Maintenance       26.24         23965 - Well Driller       26.24         23970 - Woodcraft Worker       26.24         23980 - Woodworker       26.24         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64   |                                     |       |
| Maintenance       23965 - Well Driller       26.24         23970 - Woodcraft Worker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64  | -                                   |       |
| 23965 - Well Driller       26.24         23970 - Woodcraft Worker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       21.49         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64  |                                     | 22.40 |
| 23970 - Woodcraft Worker       26.24         23980 - Woodworker       21.49         24000 - Personal Needs Occupations       18.86         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64   |                                     |       |
| 23980 - Woodworker       21.49         24000 - Personal Needs Occupations       24550         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64  |                                     |       |
| 24000 - Personal Needs Occupations       18.86         24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64   |                                     |       |
| 24550 - Case Manager       18.86         24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64  |                                     | 21.49 |
| 24570 - Child Care Attendant       14.15         24580 - Child Care Center Clerk       17.64   |                                     |       |
| 24580 - Child Care Center Clerk 17.64  | -                                   | 18.86 |
|  | 24570 - Child Care Attendant        | 14.15 |
| <b>24610 - Chore Aide</b> 14.34  | 24580 - Child Care Center Clerk     | 17.64 |
|  | 24610 - Chore Aide                  | 14.34 |

| 24620 - Family Readiness And Support               |      |    | 18.86 |
|--|------|----|-------|
| Services   |      |    |       |
| Coordinator  |      |    | 18.86 |
| 24630 - Homemaker                                  |      |    | 10.00 |
| 25000 - Plant And System Operations<br>Occupations |      |    |       |
| 25010 - Boiler Tender                              |      |    | 26.24 |
| 25040 - Sewage Plant Operator                      |      |    | 26.12 |
| 25070 - Stationary Engineer                        |      |    | 26.24 |
| 25190 - Ventilation Equipment Tender               |      |    | 20.40 |
| 25210 - Water Treatment Plant                      |      |    | 26.12 |
| Operator   |      |    |       |
| 27000 - Protective Service Occupations             |      |    |       |
| 27004 - Alarm Monitor                              |      |    | 23.15 |
| 27007 - Baggage Inspector                          |      |    | 16.31 |
| 27008 - Corrections Officer                        |      |    | 22.27 |
| 27010 - Court Security Officer                     |      |    | 22.27 |
| 27030 - Detection Dog Handler                      |      |    | 18.24 |
| 27040 - Detention Officer                          |      |    | 22.27 |
| 27070 - Firefighter                                |      |    | 22.27 |
| 27101 - Guard I                                    |      |    | 16.31 |
| 27102 - Guard II                                   |      |    | 18.24 |
| 27131 - Police Officer I                           |      |    | 24.39 |
| 27132 - Police Officer II                          |      |    | 27.11 |
| 28000 - Recreation Occupations                     |      |    |       |
| 28041 - Carnival Equipment Operator                |      |    | 15.22 |
| 28042 - Carnival Equipment Repairer                |      |    | 16.06 |
| 28043 - Carnival Worker                            |      |    | 12.72 |
| 28210 - Gate Attendant/Gate Tender                 |      |    | 17.11 |
| 28310 - Lifeguard                                  |      |    | 15.23 |
| 28350 - Park Attendant (Aide)                      |      |    | 19.13 |
| 28510 - Recreation Aide/Health                     |      |    | 13.96 |
| Facility Attendant                                 |      |    |       |
| 28515 - Recreation Specialist                      |      |    | 23.70 |
| 28630 - Sports Official                            |      |    | 15.23 |
| 28690 - Swimming Pool Operator                     |      |    | 18.65 |
| 29000 - Stevedoring/Longshoremen                   |      |    |       |
| Occupational Services                              |      |    |       |
| 29010 - Blocker And Bracer                         |      |    | 23.81 |
| 29020 - Hatch Tender                               |      |    | 23.81 |
| 29030 - Line Handler                               |      |    | 23.81 |
| 29041 - Stevedore I                                |      |    | 22.63 |
| 29042 - Stevedore II                               |      |    | 25.01 |
| 30000 - Technical Occupations                      |      |    |       |
| 30010 - Air Traffic Control                        | (see | 2) | 40.61 |
| Specialist Center (HFO)                            |      |    |       |
| 30011 - Air Traffic Control                        | (see | 2) | 28.00 |
| Specialist Station (HFO)                           |      |    |       |

| 30012 - Air Traffic Control          | 30.84 |
|--------------------------------------|-------|
| Specialist Terminal (HFO) (see 2)    |       |
| 30021 - Archeological Technician I   | 18.73 |
| 30022 - Archeological Technician II  | 21.85 |
| 30023 - Archeological Technician III | 25.38 |
| 30030 - Cartographic Technician      | 26.50 |
| 30040 - Civil Engineering Technician | 25.16 |
| 30051 - Cryogenic Technician I       | 28.11 |
| 30052 - Cryogenic Technician II      | 31.05 |
| 30061 - Drafter/CAD Operator I       | 18.73 |
| 30062 - Drafter/CAD Operator II      | 21.85 |
| 30063 - Drafter/CAD Operator III     | 24.37 |
| 30064 - Drafter/CAD Operator IV      | 28.11 |
| 30081 - Engineering Technician I     | 18.44 |
| 30082 - Engineering Technician II    | 20.70 |
| 30083 - Engineering Technician III   | 23.17 |
| 30084 - Engineering Technician IV    | 28.69 |
| 30085 - Engineering Technician V     | 35.10 |
| 30086 - Engineering Technician VI    | 42.47 |
| 30090 - Environmental Technician     | 25.38 |
| 30095 - Evidence Control Specialist  | 25.38 |
| 30210 - Laboratory Technician        | 26.01 |
| 30221 - Latent Fingerprint           | 28.11 |
| Technician I                         |       |
| 30222 - Latent Fingerprint           | 31.05 |
| Technician II                        |       |
| 30240 - Mathematical Technician      | 25.38 |
| 30361 - Paralegal/Legal Assistant I  | 19.01 |
| 30362 - Paralegal/Legal Assistant II | 24.39 |
| 30363 - Paralegal/Legal Assistant    | 28.94 |
| III                                  |       |
| 30364 - Paralegal/Legal Assistant IV | 36.09 |
| 30375 - Petroleum Supply Specialist  | 31.05 |
| 30390 - Photo-Optics Technician      | 27.08 |
| 30395 - Radiation Control Technician | 31.05 |
| 30461 - Technical Writer I           | 25.78 |
| 30462 - Technical Writer II          | 31.54 |
| 30463 - Technical Writer III         | 38.16 |
| 30491 - Unexploded Ordnance (UXO)    | 25.81 |
| Technician I                         |       |
| 30492 - Unexploded Ordnance (UXO)    | 31.23 |
| Technician II                        |       |
| 30493 - Unexploded Ordnance (UXO)    | 37.43 |
| Technician III                       |       |
| 30494 - Unexploded (UXO) Safety      | 25.81 |
| Escort                               |       |
| 30495 - Unexploded (UXO) Sweep       | 25.81 |
| Personnel                            |       |
| 30501 - Weather Forecaster I         | 28.11 |
|                                      |       |

| 30502 - Weather Forecaster II       |      |    | 34.20 |
|-------------------------------------|------|----|-------|
| 30620 - Weather Observer Combined   | (see | 2) |       |
| Upper Air Or                        | (    | _, |       |
| Surface Programs                    |      |    |       |
| 30621 - Weather Observer Senior     | (see | 2) | 26.53 |
| 31000 - Transportation/Mobile       | (    | -, |       |
| Equipment Operation Occupations     |      |    |       |
| 31010 - Airplane Pilot              |      |    | 31.23 |
| 31020 - Bus Aide                    |      |    | 17.65 |
| 31030 - Bus Driver                  |      |    | 21.97 |
| 31043 - Driver Courier              |      |    | 17.52 |
| 31260 - Parking and Lot Attendant   |      |    | 14.64 |
| 31290 - Shuttle Bus Driver          |      |    | 18.04 |
| 31310 - Taxi Driver                 |      |    | 14.88 |
| 31361 - Truckdriver Light           |      |    | 18.49 |
| 31362 - Truckdriver Medium          |      |    | 19.44 |
| 31363 - Truckdriver Heavy           |      |    | 24.56 |
| 31364 - Truckdriver Tractor-Trailer |      |    | 24.56 |
| 99000 - Miscellaneous Occupations   |      |    |       |
| 99020 - Cabin Safety Specialist     |      |    | 15.23 |
| 99030 - Cashier                     |      |    | 12.55 |
| 99050 - Desk Clerk                  |      |    | 13.75 |
| 99095 - Embalmer                    |      |    | 27.42 |
| 99130 - Flight Follower             |      |    | 25.81 |
| 99251 - Laboratory Animal Caretaker |      |    | 16.52 |
| I                                   |      |    |       |
| 99252 - Laboratory Animal Caretaker |      |    | 17.53 |
| II                                  |      |    |       |
| 99260 - Marketing Analyst           |      |    | 27.79 |
| 99310 - Mortician                   |      |    | 27.42 |
| 99410 - Pest Controller             |      |    | 20.98 |
| 99510 - Photofinishing Worker       |      |    | 13.56 |
| 99710 - Recycling Laborer           |      |    | 18.59 |
| 99711 - Recycling Specialist        |      |    | 20.85 |
| 99730 - Refuse Collector            |      |    | 17.43 |
| 99810 - Sales Clerk                 |      |    | 14.21 |
| 99820 - School Crossing Guard       |      |    | 15.80 |
| 99830 - Survey Party Chief          |      |    | 19.62 |
| 99831 - Surveying Aide              |      |    | 12.99 |
| 99832 - Surveying Technician        |      |    | 17.83 |
| 99840 - Vending Machine Attendant   |      |    | 18.90 |
| 99841 - Vending Machine Repairer    |      |    | 22.10 |
| 99842 - Vending Machine Repairer    |      |    | 18.90 |
| Helper                              |      |    |       |

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

#### \*\* UNIFORM ALLOWANCE \*\*

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

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

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

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each

proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4139

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Director HE SERVICE CONTRACT ACT By direction of the Secretary of Labor HE SERVICE CONTRACT ACT HE SERVICE CONTRACT HE SERVICE C

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 VERMONT counties:

ADDISON COUNTY: Addison Bridport Bristol Cornwall Goshen Granville Hancock Leicester Middlebury New Haven Orwell Panton Ripton Salisbury Shoreham Waltham Weybridge Whiting

BENNINGTON COUNTY: Arlington Bennington Dorset Glastenbury Landgrove Manchester Peru Pownal Readsboro Rupert Sandgate Searsburg Shaftsbury Stamford Sunderland Winhall Woodford

ORANGE COUNTY: Bradford Braintree Brookfield Chelsea Corinth Fairlee Randolph Strafford Thetford Tunbridge Vershire West Fairlee

RUTLAND COUNTY: Benson Brandon Castleton Chittenden Clarendon Danby Fair Haven Hubbardton Ira Mendon Middletown Springs Mount Holly Mount Tabor Pawlet Pittsfield Poultney Proctor Rutland Sherburne Shrewsbury Sudbury Tinmouth Wallingford Wells West Haven West Rutland

WASHINGTON COUNTY: Roxbury

WINDHAM COUNTY: Athens Brattleboro Brookline Dover Dummerston Grafton Guilford Halifax Jamaica Londonberry Marlboro Newfane Putney Rockingham Somerset Stratton Townshend Vernon Wardsboro Westminster Whitingham Wilmington Windham

WINDSOR COUNTY: Andover Baltimore Barnard Behtel Bridgewater Cavendish Chester Hartford Hartland Ludlow Norwich Plymouth Pomfret Reading Rochester Royalton Sharon Springfield Stockbridge Weathersfield West Windsor Weston Windsor Woodstock

| OCCUPATION CODE - TITLE              | FOOTNOTE | RATE  |
|--------------------------------------|----------|-------|
| 01000 - Administrative Support And   |          |       |
| Clerical Occupations                 |          |       |
| 01011 - Accounting Clerk I           |          | 15.90 |
| 01012 - Accounting Clerk II          |          | 17.86 |
| 01013 - Accounting Clerk III         |          | 19.97 |
| 01020 - Administrative Assistant     |          | 26.85 |
| 01035 - Court Reporter               |          | 18.60 |
| 01041 - Customer Service             |          | 13.74 |
| Representative I                     |          |       |
| 01042 - Customer Service             |          | 14.99 |
| Representative II                    |          |       |
| 01043 - Customer Service             |          | 16.84 |
| Representative III                   |          |       |
| 01051 - Data Entry Operator I        |          | 15.41 |
| 01052 - Data Entry Operator II       |          | 16.82 |
| 01060 - Dispatcher Motor Vehicle     |          | 22.79 |
| 01070 - Document Preparation Clerk   |          | 14.88 |
| 01090 - Duplicating Machine Operator |          | 14.88 |
| 01111 - General Clerk I              |          | 15.04 |
| 01112 - General Clerk II             |          | 17.21 |
| 01113 - General Clerk III            |          | 19.27 |
| 01120 - Housing Referral Assistant   |          | 20.73 |
| 01141 - Messenger Courier            |          | 12.12 |
| 01191 - Order Clerk I                |          | 15.69 |
| 01192 - Order Clerk II               |          | 17.12 |
| 01261 - Personnel Assistant          |          | 16.57 |
| (Employment) I                       |          |       |
| 01262 - Personnel Assistant          |          | 18.53 |
| (Employment) II                      |          |       |
| 01263 - Personnel Assistant          |          | 20.65 |
| (Employment) III                     |          |       |
| 01270 - Production Control Clerk     |          | 23.09 |
| 01290 - Rental Clerk                 |          | 16.35 |
| 01300 - Scheduler Maintenance        |          | 16.63 |
| 01311 - Secretary I                  |          | 16.63 |
| 01312 - Secretary II                 |          | 18.60 |
| 01313 - Secretary III                |          | 20.73 |
| 01320 - Service Order Dispatcher     |          | 20.38 |

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

| 01410 - Supply Technician              | 26.85 |
|--|-------|
| 01420 - Survey Worker                  | 21.49 |
| 01460 - Switchboard                    | 15.82 |
| Operator/Receptionist                  |       |
| 01531 - Travel Clerk I                 | 15.77 |
| 01532 - Travel Clerk II                | 17.33 |
| 01533 - Travel Clerk III               | 19.06 |
| 01611 - Word Processor I               | 14.81 |
| 01612 - Word Processor II              | 16.63 |
| 01613 - Word Processor III             | 18.60 |
| 05000 - Automotive Service Occupations |       |
| 05005 - Automobile Body Repairer       | 21.28 |
| Fiberglass                             |       |
| 05010 - Automotive Electrician         | 20.50 |
| 05040 - Automotive Glass Installer     | 19.69 |
| 05070 - Automotive Worker              | 19.69 |
| 05110 - Mobile Equipment Servicer      | 17.60 |
| 05130 - Motor Equipment Metal          | 21.40 |
| Mechanic                               |       |
| 05160 - Motor Equipment Metal Worker   | 19.69 |
| 05190 - Motor Vehicle Mechanic         | 21.40 |
| 05220 - Motor Vehicle Mechanic         | 16.38 |
| Helper                                 |       |
| 05250 - Motor Vehicle Upholstery       | 18.64 |
| Worker                                 |       |
| 05280 - Motor Vehicle Wrecker          | 19.69 |
| 05310 - Painter Automotive             | 20.50 |
| 05340 - Radiator Repair Specialist     | 19.69 |
| 05370 - Tire Repairer                  | 17.60 |
| 05400 - Transmission Repair            | 21.40 |
| Specialist                             |       |
| 07000 - Food Preparation And Service   |       |
| Occupations                            |       |
| 07010 - Baker                          | 14.76 |
| 07041 - Cook I                         | 16.42 |
| 07042 - Cook II                        | 18.36 |
| 07070 - Dishwasher                     | 14.21 |
| 07130 - Food Service Worker            | 13.37 |
| 07210 - Meat Cutter                    | 18.20 |
| 07260 - Waiter/Waitress                | 13.95 |
| 09000 - Furniture Maintenance And      |       |
| Repair Occupations                     |       |
| 09010 - Electrostatic Spray Painter    | 17.09 |
| 09040 - Furniture Handler              | 12.67 |
| 09080 - Furniture Refinisher           | 16.44 |
| 09090 - Furniture Refinisher Helper    | 13.61 |
| 09110 - Furniture Repairer Minor       | 15.30 |
| 09130 - Upholsterer                    | 17.30 |

| 11000 - General Services And Support<br>Occupations |       |
|---|-------|
| 11030 - Cleaner Vehicles                            | 14.42 |
| 11060 - Elevator Operator                           | 16.31 |
| 11090 - Gardener                                    | 20.15 |
| 11122 - Housekeeping Aide                           | 16.31 |
| 11150 - Janitor                                     | 16.31 |
| 11210 - Laborer Grounds Maintenance                 | 16.26 |
| 11240 - Maid or Houseman                            | 13.21 |
| 11260 - Pruner                                      | 14.90 |
| 11270 - Tractor Operator                            | 18.75 |
| 11330 - Trail Maintenance Worker                    | 16.26 |
| 11360 - Window Cleaner                              | 17.80 |
| 12000 - Health Occupations                          |       |
| 12010 - Ambulance Driver                            | 23.62 |
| 12011 - Breath Alcohol Technician                   | 22.92 |
| 12012 - Certified Occupational                      | 28.46 |
| Therapist Assistant                                 |       |
| 12015 - Certified Physical Therapist                | 28.20 |
| Assistant   |       |
| 12020 - Dental Assistant                            | 22.04 |
| 12025 - Dental Hygienist                            | 35.96 |
| 12030 - EKG Technician                              | 31.43 |
| 12035 - Electroneurodiagnostic                      | 31.43 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                | 23.62 |
| 12071 - Licensed Practical Nurse I                  | 18.55 |
| 12072 - Licensed Practical Nurse II                 | 20.74 |
| 12073 - Licensed Practical Nurse III                | 23.12 |
| 12100 - Medical Assistant                           | 18.32 |
| 12130 - Medical Laboratory<br>Technician            | 28.86 |
| 12160 - Medical Record Clerk                        | 19.24 |
| 12100 - Medical Record Technician                   | 21.53 |
| 12195 - Medical Transcriptionist                    | 20.16 |
| 12210 - Nuclear Medicine                            | 45.59 |
| Technologist  | 10.00 |
| 12221 - Nursing Assistant I                         | 11.83 |
| 12222 - Nursing Assistant II                        | 13.30 |
| 12223 - Nursing Assistant III                       | 14.51 |
| 12224 - Nursing Assistant IV                        | 16.29 |
| 12235 - Optical Dispenser                           | 20.74 |
| 12236 - Optical Technician                          | 20.49 |
| 12250 - Pharmacy Technician                         | 17.33 |
| 12280 - Phlebotomist                                | 17.20 |
| 12305 - Radiologic Technologist                     | 31.09 |
| 12311 - Registered Nurse I                          | 23.24 |
| 12312 - Registered Nurse II                         | 28.43 |

| 12313 - Registered Nurse II  | 28.43 |
|--|-------|
| Specialist   |       |
| 12314 - Registered Nurse III   | 34.40 |
| 12315 - Registered Nurse III   | 34.40 |
| Anesthetist  |       |
| 12316 - Registered Nurse IV  | 41.22 |
| 12317 - Scheduler (Drug and Alcohol  | 25.69 |
| Testing)   |       |
| 12320 - Substance Abuse Treatment  | 26.36 |
| Counselor  |       |
| 13000 - Information And Arts   |       |
| Occupations  |       |
| 13011 - Exhibits Specialist I  | 17.25 |
| 13012 - Exhibits Specialist II   | 19.86 |
| 13013 - Exhibits Specialist III  | 24.29 |
| 13041 - Illustrator I  | 20.19 |
| 13042 - Illustrator II   | 23.61 |
| 13043 - Illustrator III  | 28.82 |
| 13047 - Librarian  | 21.99 |
| 13050 - Library Aide/Clerk   | 14.72 |
| 13054 - Library Information  | 19.86 |
| Technology Systems   |       |
| Administrator  |       |
| 13058 - Library Technician   | 16.37 |
| 13061 - Media Specialist I   | 14.33 |
| 13062 - Media Specialist II  | 16.03 |
| 13063 - Media Specialist III   | 17.86 |
| 13071 - Photographer I   | 17.95 |
| 13072 - Photographer II  | 19.20 |
| 13073 - Photographer III   | 25.14 |
| 13074 - Photographer IV  | 29.49 |
| 13075 - Photographer V   | 41.21 |
| 13090 - Technical Order Library  | 18.49 |
| Clerk  |       |
| 13110 - Video Teleconference   | 20.12 |
| Technician   | 20.12 |
| 14000 - Information Technology   |       |
| Occupations  |       |
| 14041 - Computer Operator I  | 16.58 |
| 14042 - Computer Operator II   | 18.55 |
| 14043 - Computer Operator III  | 20.69 |
| 14044 - Computer Operator IV   | 23.48 |
| 14045 - Computer Operator V  | 26.06 |
| 14071 - Computer Programmer I (see 1)  | 22.88 |
| 14071Computer Programmer II(See 1)14072- Computer Programmer II(see 1)                               | 22.00 |
| 14072Computer Programmer III(see 1)14073- Computer Programmer III(see 1)                             |       |
| 14073- Computer Programmer IV(see 1)14074- Computer Programmer IV(see 1)                             |       |
| 14074     Computer Programmer IV     (see 1)       14101     Computer Systems Analyst I     (see 1)  |       |
| 14101 - Computer Systems Analyst I     (See 1)       14102 - Computer Systems Analyst II     (see 1) |       |
| THIS COMPACET PROCEMS MUSTARC IT (SEE T)   |       |

| <b>14103 - Computer Systems Analyst III</b> (see 1) |        |
|---|--------|
| 14150 - Peripheral Equipment                        | 16.58  |
| Operator  |        |
| 14160 - Personal Computer Support                   | 26.06  |
| Technician  |        |
| 14170 - System Support Specialist                   | 23.58  |
| 15000 - Instructional Occupations                   |        |
| 15010 - Aircrew Training Devices                    | 29.14  |
| Instructor (Non-Rated)                              |        |
| 15020 - Aircrew Training Devices                    | 35.27  |
| Instructor (Rated)                                  |        |
| 15030 - Air Crew Training Devices                   | 42.26  |
| Instructor (Pilot)                                  |        |
| 15050 - Computer Based Training                     | 29.14  |
| Specialist / Instructor                             |        |
| 15060 - Educational Technologist                    | 29.39  |
| 15070 - Flight Instructor (Pilot)                   | 44.48  |
| 15080 - Graphic Artist                              | 24.44  |
| 15085 - Maintenance Test Pilot Fixed                | 42.26  |
| Jet/Prop  |        |
| 15086 - Maintenance Test Pilot                      | 42.26  |
| Rotary Wing   |        |
| 15088 - Non-Maintenance Test/Co-                    | 42.26  |
| Pilot   |        |
| 15090 - Technical Instructor                        | 23.66  |
| 15095 - Technical Instructor/Course                 | 28.94  |
| Developer   |        |
| 15110 - Test Proctor                                | 19.10  |
| 15120 - Tutor                                       | 19.10  |
| 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                                     | 1 - 01 |
| 16190 - Sewing Machine Operator                     | 15.81  |
| 16220 - Tailor<br>16250 - Washer Machine            | 16.45  |
|   | 13.92  |
| 19000 - Machine Tool Operation And                  |        |
| Repair Occupations                                  | 26 61  |
| 19010 - Machine-Tool Operator (Tool<br>Room)        | 26.64  |
| 19040 - Tool And Die Maker                          | 30.84  |
| 13040 - 1001 AND DIE MAKEL                          | 30.04  |

| 21000 - Materials Handling And Packing<br>Occupations        |       |
|--|-------|
| 21020 - Forklift Operator                                    | 17.79 |
| 21020 - Material Coordinator                                 | 23.09 |
| 21040 - Material Expediter                                   | 23.09 |
| 21050 - Material Handling Laborer                            | 14.06 |
| 21050 - Material Mandring Laborer<br>21071 - Order Filler    | 14.00 |
| 21071 - Older Filler<br>21080 - Production Line Worker (Food | 17.79 |
| Processing)  | 11.19 |
| 21110 - Shipping Packer                                      | 17.08 |
| 21130 - Shipping/Receiving Clerk                             | 17.08 |
| 21140 - Store Worker I                                       | 14.06 |
| 21150 - Stock Clerk  | 18.14 |
| 21210 - Tools And Parts Attendant                            | 17.79 |
| 21410 - Warehouse Specialist                                 | 17.79 |
| 23000 - Mechanics And Maintenance And                        | 11.19 |
| Repair Occupations   |       |
| 23010 - Aerospace Structural Welder                          | 26.73 |
| 23019 - Aircraft Logs and Records                            | 22.46 |
| Technician   |       |
| 23021 - Aircraft Mechanic I                                  | 25.78 |
| 23022 - Aircraft Mechanic II                                 | 26.73 |
| 23023 - Aircraft Mechanic III                                | 27.66 |
| 23040 - Aircraft Mechanic Helper                             | 19.73 |
| 23050 - Aircraft Painter                                     | 24.69 |
| 23060 - Aircraft Servicer                                    | 22.46 |
| 23070 - Aircraft Survival Flight                             | 24.69 |
| Equipment Technician   | 21000 |
| 23080 - Aircraft Worker                                      | 23.72 |
| 23091 - Aircrew Life Support                                 | 23.72 |
| Equipment (ALSE) Mechanic                                    | 201/2 |
| I  |       |
| -<br>23092 - Aircrew Life Support                            | 25.78 |
| Equipment (ALSE) Mechanic                                    | 20110 |
| II   |       |
| 23110 - Appliance Mechanic                                   | 24.59 |
| 23120 - Bicycle Repairer                                     | 18.04 |
| 23125 - Cable Splicer  | 43.36 |
| 23130 - Carpenter Maintenance                                | 23.51 |
| 23140 - Carpet Layer   | 23.72 |
| 23160 - Electrician Maintenance                              | 27.18 |
| 23181 - Electronics Technician                               | 26.13 |
| Maintenance I  | - /   |
| 23182 - Electronics Technician                               | 27.85 |
| Maintenance II   |       |
| 23183 - Electronics Technician                               | 27.95 |
| Maintenance III  |       |
| 23260 - Fabric Worker  | 22.46 |
| 23290 - Fire Alarm System Mechanic                           | 25.78 |
| -  |       |

| 23310 - Fire Extinguisher Repairer   | 21.21 |
|--------------------------------------|-------|
| 23311 - Fuel Distribution System     | 22.99 |
| Mechanic                             |       |
| 23312 - Fuel Distribution System     | 18.70 |
| Operator                             |       |
| 23370 - General Maintenance Worker   | 18.90 |
| 23380 - Ground Support Equipment     | 25.78 |
| Mechanic                             |       |
| 23381 - Ground Support Equipment     | 22.46 |
| Servicer                             |       |
| 23382 - Ground Support Equipment     | 23.72 |
| Worker                               |       |
| 23391 - Gunsmith I                   | 21.21 |
| 23392 - Gunsmith II                  | 23.72 |
| 23393 - Gunsmith III                 | 25.78 |
| 23410 - Heating Ventilation And Air- | 24.73 |
| Conditioning                         |       |
| Mechanic                             |       |
| 23411 - Heating Ventilation And Air  | 25.64 |
| Contidioning                         |       |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 22.81 |
| 23440 - Heavy Equipment Operator     | 21.44 |
| 23460 - Instrument Mechanic          | 25.78 |
| 23465 - Laboratory/Shelter Mechanic  | 24.69 |
| 23470 - Laborer                      | 14.06 |
| 23510 - Locksmith                    | 24.69 |
| 23530 - Machinery Maintenance        | 25.08 |
| Mechanic                             |       |
| 23550 - Machinist Maintenance        | 21.29 |
| 23580 - Maintenance Trades Helper    | 14.99 |
| 23591 - Metrology Technician I       | 25.78 |
| 23592 - Metrology Technician II      | 26.73 |
| 23593 - Metrology Technician III     | 27.66 |
| 23640 - Millwright                   | 25.78 |
| 23710 - Office Appliance Repairer    | 23.98 |
| 23760 - Painter Maintenance          | 21.36 |
| 23790 - Pipefitter Maintenance       | 26.94 |
| 23810 - Plumber Maintenance          | 25.80 |
| 23820 - Pneudraulic Systems Mechanic | 25.78 |
| 23850 - Rigger                       | 25.78 |
| 23870 - Scale Mechanic               | 23.72 |
| 23890 - Sheet-Metal Worker           | 19.11 |
| Maintenance                          |       |
| 23910 - Small Engine Mechanic        | 19.66 |
| 23931 - Telecommunications Mechanic  | 28.30 |
| I                                    |       |
| 23932 - Telecommunications Mechanic  | 29.35 |
| II                                   |       |

| 23950 - Telephone Lineman  | 34.75          |
|--|----------------|
| 23960 - Welder Combination   | 20.00          |
| Maintenance  |                |
| 23965 - Well Driller   | 25.78          |
| 23970 - Woodcraft Worker   | 25.78          |
| 23980 - Woodworker   | 21.21          |
| 24000 - Personal Needs Occupations   |                |
| 24550 - Case Manager   | 16.99          |
| 24570 - Child Care Attendant   | 14.60          |
| 24580 - Child Care Center Clerk  | 18.21          |
| 24610 - Chore Aide   | 14.31          |
| 24620 - Family Readiness And Support                                       | 16.99          |
| Services   |                |
| Coordinator  |                |
| 24630 - Homemaker  | 16.99          |
| 25000 - Plant And System Operations  |                |
| Occupations  |                |
| 25010 - Boiler Tender  | 25.78          |
| 25040 - Sewage Plant Operator  | 23.01          |
| 25070 - Stationary Engineer  | 25.78          |
| 25190 - Ventilation Equipment Tender                                       | 18.56          |
| 25210 - Water Treatment Plant  | 23.01          |
| Operator   |                |
| 27000 - Protective Service Occupations                                     | 01 05          |
| 27004 - Alarm Monitor  | 21.87          |
| 27007 - Baggage Inspector  | 14.54          |
| 27008 - Corrections Officer  | 22.83          |
| 27010 - Court Security Officer   | 22.83          |
| 27030 - Detection Dog Handler  | 16.46          |
| 27040 - Detention Officer  | 22.83          |
| 27070 - Firefighter<br>27101 - Guard I                                     | 21.97<br>14.54 |
|  | 16.46          |
| 27102 - Guard II<br>27131 - Police Officer I                               | 24.69          |
| 27131 - Police Officer I<br>27132 - Police Officer II                      | 27.44          |
| 28000 - Recreation Occupations   | 2/.44          |
| 28041 - Carnival Equipment Operator  | 16.12          |
| 28041 - Carnival Equipment Operator<br>28042 - Carnival Equipment Repairer | 17.33          |
| 28042 - Carnival Morker  | 12.81          |
| 28210 - Gate Attendant/Gate Tender   | 17.71          |
| 28310 - Lifequard  | 14.19          |
| 28350 - Park Attendant (Aide)  | 19.81          |
| 28510 - Recreation Aide/Health   | 14.45          |
| Facility Attendant   | 11.10          |
| 28515 - Recreation Specialist  | 24.54          |
| 28630 - Sports Official  | 15.77          |
| 28690 - Swimming Pool Operator   | 19.38          |
| 29000 - Stevedoring/Longshoremen   | 10.00          |
| Occupational Services  |                |

| 29010 - Blocker And Bracer           |         | 23.72 |
|--------------------------------------|---------|-------|
| 29020 - Hatch Tender                 |         | 23.72 |
| 29030 - Line Handler                 |         | 23.72 |
| 29041 - Stevedore I                  |         | 22.46 |
| 29042 - Stevedore II                 |         | 24.69 |
| 30000 - Technical Occupations        |         |       |
| 30010 - Air Traffic Control          | (see 2) | 40.29 |
| Specialist Center (HFO)              |         |       |
| 30011 - Air Traffic Control          | (see 2) | 27.78 |
| Specialist Station (HFO)             |         |       |
| 30012 - Air Traffic Control          |         | 30.59 |
| Specialist Terminal (HFO) (see 2)    |         |       |
| 30021 - Archeological Technician I   |         | 18.73 |
| 30022 - Archeological Technician II  |         | 21.85 |
| 30023 - Archeological Technician III |         | 24.54 |
| 30030 - Cartographic Technician      |         | 26.50 |
| 30040 - Civil Engineering Technician |         | 26.69 |
| 30051 - Cryogenic Technician I       |         | 27.18 |
| 30052 - Cryogenic Technician II      |         | 30.02 |
| 30061 - Drafter/CAD Operator I       |         | 18.73 |
| 30062 - Drafter/CAD Operator II      |         | 21.85 |
| 30063 - Drafter/CAD Operator III     |         | 24.37 |
| 30064 - Drafter/CAD Operator IV      |         | 27.75 |
| 30081 - Engineering Technician I     |         | 15.11 |
| 30082 - Engineering Technician II    |         | 16.95 |
| 30083 - Engineering Technician III   |         | 18.96 |
| 30084 - Engineering Technician IV    |         | 23.50 |
| 30085 - Engineering Technician V     |         | 28.75 |
| 30086 - Engineering Technician VI    |         | 34.78 |
| 30090 - Environmental Technician     |         | 24.54 |
| 30095 - Evidence Control Specialist  |         | 24.54 |
| 30210 - Laboratory Technician        |         | 22.08 |
| 30221 - Latent Fingerprint           |         | 27.18 |
| Technician I                         |         |       |
| 30222 - Latent Fingerprint           |         | 30.02 |
| Technician II                        |         |       |
| 30240 - Mathematical Technician      |         | 25.23 |
| 30361 - Paralegal/Legal Assistant I  |         | 19.53 |
| 30362 - Paralegal/Legal Assistant II |         | 24.39 |
| 30363 - Paralegal/Legal Assistant    |         | 29.59 |
| III                                  |         |       |
| 30364 - Paralegal/Legal Assistant IV |         | 36.09 |
| 30375 - Petroleum Supply Specialist  |         | 30.02 |
| 30390 - Photo-Optics Technician      |         | 27.08 |
| 30395 - Radiation Control Technician |         | 30.02 |
| 30461 - Technical Writer I           |         | 24.54 |
| 30462 - Technical Writer II          |         | 30.02 |
| 30463 - Technical Writer III         |         | 36.33 |

| 30491 - Unexploded Ordnance (UXO)                  |      |     | 25.60 |
|--|------|-----|-------|
| Technician I                                       |      |     |       |
| 30492 - Unexploded Ordnance (UXO)<br>Technician II |      |     | 30.98 |
| 30493 - Unexploded Ordnance (UXO)                  |      |     | 37.13 |
| Technician III                                     |      |     | 07.10 |
| 30494 - Unexploded (UXO) Safety                    |      |     | 25.60 |
| Escort   |      |     | 20.00 |
| 30495 - Unexploded (UXO) Sweep                     |      |     | 25.60 |
| Personnel  |      |     | 20.00 |
| 30501 - Weather Forecaster I                       |      |     | 27.75 |
| 30502 - Weather Forecaster II                      |      |     | 33.76 |
| 30620 - Weather Observer Combined                  | (see | 2)  | 24.37 |
| Upper Air Or                                       | (200 | _ / |       |
| Surface Programs                                   |      |     |       |
| 30621 - Weather Observer Senior                    | (see | 2)  | 26.53 |
| 31000 - Transportation/Mobile                      | (    | - / |       |
| Equipment Operation Occupations                    |      |     |       |
| 31010 - Airplane Pilot                             |      |     | 30.98 |
| 31020 - Bus Aide                                   |      |     | 15.26 |
| 31030 - Bus Driver                                 |      |     | 20.02 |
| 31043 - Driver Courier                             |      |     | 16.56 |
| 31260 - Parking and Lot Attendant                  |      |     | 14.22 |
| 31290 - Shuttle Bus Driver                         |      |     | 17.46 |
| 31310 - Taxi Driver                                |      |     | 14.77 |
| 31361 - Truckdriver Light                          |      |     | 17.80 |
| 31362 - Truckdriver Medium                         |      |     | 18.85 |
| 31363 - Truckdriver Heavy                          |      |     | 22.45 |
| 31364 - Truckdriver Tractor-Trailer                |      |     | 22.45 |
| 99000 - Miscellaneous Occupations                  |      |     |       |
| 99020 - Cabin Safety Specialist                    |      |     | 15.10 |
| 99030 - Cashier                                    |      |     | 12.65 |
| 99050 - Desk Clerk                                 |      |     | 13.58 |
| 99095 - Embalmer                                   |      |     | 27.42 |
| 99130 - Flight Follower                            |      |     | 25.60 |
| 99251 - Laboratory Animal Caretaker                |      |     | 16.52 |
| I  |      |     |       |
| 99252 - Laboratory Animal Caretaker<br>II          |      |     | 17.53 |
| 99260 - Marketing Analyst                          |      |     | 26.55 |
| 99310 - Mortician                                  |      |     | 27.42 |
| 99410 - Pest Controller                            |      |     | 22.14 |
| 99510 - Photofinishing Worker                      |      |     | 13.45 |
| 99710 - Recycling Laborer                          |      |     | 20.58 |
| 99711 - Recycling Specialist                       |      |     | 23.74 |
| 99730 - Refuse Collector                           |      |     | 18.86 |
| 99810 - Sales Clerk                                |      |     | 14.08 |
| 99820 - School Crossing Guard                      |      |     | 15.76 |
| 99830 - Survey Party Chief                         |      |     | 21.58 |
|  |      |     |       |

| 99831 - Surveying Aide            | 14.29 |
|-----------------------------------|-------|
| 99832 - Surveying Technician      | 19.61 |
| 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does

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

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

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

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

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

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

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to

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

### \*\* UNIFORM ALLOWANCE \*\*

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

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

## \*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4141

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION WAGE DETERMINATION D.C. 20210 Wage Determination No.: 2015-4141 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 cities and gores in the following VERMONT counties:

CALEDONIA COUNTY: Barnet Burke Danville Groton Hardwich Kirby Lyndon Newark Peacham Ryegate Sheffield St. Johnsbury Stannard Sutton Walden Waterford Wheelock

CHITTENDEN COUNTY: Buel's

ESSEX COUNTY: Averill Avery's Bloomfield Brighton Brunswick Canaan Concord East Haven Ferdinand Granby Guildhall Lemington Lewis Lunenburg Maidstone Norton Victory Warner's Warren's

FRANKLIN COUNTY: Bakersfield Berkshire Enosburg Fairfield Franklin Highgate Montgomery Richford Sheldon

GRAND ISLE COUNTY: Alburg Isle La Motte

LAMOILLE COUNTY: Belvidere Eden Elmore Hyde Park Johnson Morristown Stowe Waterville Wolcott ORANGE COUNTY: Newbury Orange Topsham Washington Williamstown

ORLEANS COUNTY: Albanu Barton Brownington Charleston Coventry Craftsbury Derby Glover Greensboro Holland Irasburg Jay Lowell Morgan Newport city Newport town Troy Westfield Westmore

WASHINGTON COUNTY: Barre city Barre town Berlin Cabot Calais East Montpelier Fayston Marshfield Middlesex Montpelier Moretown Northfield Plainfield Waitsfield Warren Waterbury Woodbury Worcester

| OCCUPATION CODE - TITLE              | TOOTNOTE RATE |
|--------------------------------------|---------------|
| 01000 - Administrative Support And   |               |
| Clerical Occupations                 |               |
| 01011 - Accounting Clerk I           | 16.11         |
| 01012 - Accounting Clerk II          | 18.10         |
| 01013 - Accounting Clerk III         | 20.24         |
| 01020 - Administrative Assistant     | 27.32         |
| 01035 - Court Reporter               | 18.19         |
| 01041 - Customer Service             | 14.89         |
| Representative I                     |               |
| 01042 - Customer Service             | 16.74         |
| Representative II                    |               |
| 01043 - Customer Service             | 18.26         |
| Representative III                   |               |
| 01051 - Data Entry Operator I        | 15.11         |
| 01052 - Data Entry Operator II       | 16.48         |
| 01060 - Dispatcher Motor Vehicle     | 21.84         |
| 01070 - Document Preparation Clerk   | 14.48         |
| 01090 - Duplicating Machine Operator | 14.48         |
| 01111 - General Clerk I              | 14.86         |
| 01112 - General Clerk II             | 17.21         |
| 01113 - General Clerk III            | 19.27         |
| 01120 - Housing Referral Assistant   | 20.27         |
| 01141 - Messenger Courier            | 15.94         |
| 01191 - Order Clerk I                | 19.46         |
| 01192 - Order Clerk II               | 21.24         |
| 01261 - Personnel Assistant          | 16.53         |
| (Employment) I                       |               |
| 01262 - Personnel Assistant          | 18.50         |
| (Employment) II                      |               |
| 01263 - Personnel Assistant          | 20.62         |
| (Employment) III                     |               |
| 01270 - Production Control Clerk     | 23.55         |
| 01290 - Rental Clerk                 | 17.17         |
| 01300 - Scheduler Maintenance        | 16.27         |
| 01311 - Secretary I                  | 16.27         |
| 01312 - Secretary II                 | 18.19         |
| 01313 - Secretary III                | 20.27         |
| 01320 - Service Order Dispatcher     | 19.52         |

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

| 01410 - Supply Technician              |             | 27.32 |
|--|-------------|-------|
| 01420 - Survey Worker                  |             | 17.49 |
| 01460 - Switchboard                    |             | 15.48 |
| Operator/Receptionist                  |             |       |
| 01531 - Travel Clerk I                 |             | 14.66 |
| 01532 - Travel Clerk II                |             | 15.97 |
| 01533 - Travel Clerk III               |             | 17.38 |
| 01611 - Word Processor I               |             | 14.48 |
| 01612 - Word Processor II              |             | 16.27 |
| 01613 - Word Processor III             |             | 18.19 |
| 05000 - Automotive Service Occupations |             |       |
| 05005 - Automobile Body Repairer       |             | 23.74 |
| Fiberglass                             |             |       |
| 05010 - Automotive                     | Electrician | 17.11 |
| 05040 - Automotive Glass Installer     |             | 16.28 |
| 05070 - Automotive Worker              |             | 16.28 |
| 05110 - Mobile Equipment Servicer      |             | 14.75 |
| 05130 - Motor Equipment Metal          |             | 17.95 |
| Mechanic                               |             |       |
| 05160 - Motor Equipment Metal Worker   |             | 16.28 |
| 05190 - Motor Vehicle Mechanic         |             | 17.95 |
| 05220 - Motor Vehicle Mechanic         |             | 13.98 |
| Helper                                 |             |       |
| 05250 - Motor Vehicle Upholstery       |             | 15.51 |
| Worker                                 |             |       |
| 05280 - Motor Vehicle Wrecker          |             | 16.28 |
| 05310 - Painter Automotive             |             | 17.11 |
| 05340 - Radiator Repair Specialist     |             | 16.28 |
| 05370 - Tire Repairer                  |             | 14.74 |
| 05400 - Transmission Repair            |             | 17.95 |
| Specialist                             |             |       |
| 07000 - Food Preparation And Service   |             |       |
| Occupations                            |             |       |
| 07010 - Baker                          |             | 15.04 |
| 07041 - Cook I                         |             | 15.66 |
| 07042 - Cook II                        |             | 17.35 |
| 07070 - Dishwasher                     |             | 12.76 |
| 07130 - Food Service Worker            |             | 12.88 |
| 07210 - Meat Cutter                    |             | 16.94 |
| 07260 - Waiter/Waitress                |             | 13.20 |
| 09000 - Furniture Maintenance And      |             |       |
| Repair Occupations                     |             |       |
| 09010 - Electrostatic Spray Painter    |             | 22.33 |
| 09040 - Furniture Handler              |             | 16.21 |
| 09080 - Furniture Refinisher           |             | 21.46 |
| 09090 - Furniture Refinisher Helper    |             | 18.18 |
| 09110 - Furniture Repairer Minor       |             | 20.17 |
| 09130 - Upholsterer                    |             | 21.82 |

| 11000 - General Services And Support<br>Occupations |       |
|---|-------|
| 11030 - Cleaner Vehicles                            | 15.85 |
| 11060 - Elevator Operator                           | 15.13 |
| 11090 - Gardener                                    | 21.36 |
| 11122 - Housekeeping Aide                           | 15.13 |
| 11150 - Janitor                                     | 15.13 |
| 11210 - Laborer Grounds Maintenance                 | 18.04 |
| 11240 - Maid or Houseman                            | 13.45 |
| 11260 - Pruner                                      | 16.92 |
| 11270 - Tractor Operator                            | 20.23 |
| 11330 - Trail Maintenance Worker                    | 18.04 |
| 11360 - Window Cleaner                              | 16.14 |
| 12000 - Health Occupations                          |       |
| 12010 - Ambulance Driver                            | 23.62 |
| 12011 - Breath Alcohol Technician                   | 23.62 |
| 12012 - Certified Occupational                      | 31.28 |
| Therapist Assistant                                 |       |
| 12015 - Certified Physical Therapist                | 30.64 |
| Assistant   |       |
| 12020 - Dental Assistant                            | 21.11 |
| 12025 - Dental Hygienist                            | 38.43 |
| 12030 - EKG Technician                              | 34.55 |
| 12035 - Electroneurodiagnostic                      | 34.55 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                | 23.62 |
| 12071 - Licensed Practical Nurse I                  | 20.39 |
| 12072 - Licensed Practical Nurse II                 | 22.80 |
| 12073 - Licensed Practical Nurse III                | 25.41 |
| 12100 - Medical Assistant                           | 17.84 |
| 12130 - Medical Laboratory                          | 28.86 |
| Technician  |       |
| 12160 - Medical Record Clerk                        | 17.65 |
| 12190 - Medical Record Technician                   | 21.60 |
| 12195 - Medical Transcriptionist                    | 20.39 |
| 12210 - Nuclear Medicine                            | 50.10 |
| Technologist  |       |
| 12221 - Nursing Assistant I                         | 11.68 |
| 12222 - Nursing Assistant II                        | 13.13 |
| 12223 - Nursing Assistant III                       | 14.32 |
| 12224 - Nursing Assistant IV                        | 16.08 |
| 12235 - Optical Dispenser                           | 22.80 |
| 12236 - Optical Technician                          | 20.39 |
| 12250 - Pharmacy Technician                         | 17.06 |
| 12280 - Phlebotomist                                | 17.20 |
| 12305 - Radiologic Technologist                     | 29.15 |
| 12311 - Registered Nurse I                          | 22.91 |
| 12312 - Registered Nurse II                         | 28.02 |

| Specialist         33.64           12314 - Registered Nurse III         33.64           12315 - Registered Nurse IVI         40.01           12317 - Scheduler (Drug and Alcohol         28.25           Testing)         24.16           Occupations         13000 - Information And Arts           Occupations         13011 - Exhibits Specialist I         17.25           13012 - Exhibits Specialist III         20.68           13013 - Exhibits Specialist III         20.68           13042 - Illustrator I         20.19           13042 - Illustrator III         28.82           13043 - Illustrator III         28.82           13047 - Library Information         20.68           Technology Systems         20.68           Administrator         12.89           13050 - Library Information         20.68           Technology Systems         14.92           Administrator         20.89           13061 - Media Specialist II         16.68           13063 - Media Specialist II         19.09           13072 - Photographer II         19.09           13073 - Photographer IV         29.49           13074 - Photographer IV         29.49           13075 - Photographer IV         29.49   | 12313 - Registered Nurse II         | 28.02 |
|--|-------------------------------------|-------|
| 12315 - Registered Nurse III       33.64         Anesthetist       40.01         12317 - Scheduler (Drug and Alcohol       28.25         Testing)       24.16         Counselor       24.16         13000 - Information And Arts       20.08         Occupations       13011 - Exhibits Specialist I       17.25         13012 - Exhibits Specialist III       20.68         13013 - Exhibits Specialist III       23.61         13042 - Illustrator II       23.61         13043 - Illustrator III       28.82         13047 - Library Aide/Clerk       13.23         13054 - Library Information       20.68         Technology Systems       20.68         Administrator       21.305         13058 - Library Technician       15.38         13061 - Media Specialist II       14.92         13062 - Media Specialist II       18.61         13071 - Photographer I       17.95         13072 - Photographer II       29.49         13075 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Information Technology       20.61         Cocupations       14.041 - Computer Operator II       29.49         14000 - Information Technology       22   | Specialist                          |       |
| Anesthetist       40.01         12316 - Registered Nurse IV       40.01         12317 - Scheduler (Drug and Alcohol       28.25         Testing)       12320 - Substance Abuse Treatment       24.16         Counselor       13000 - Information And Arts       20.08         Occupations       13011 - Exhibits Specialist I       17.25         13012 - Exhibits Specialist III       20.68         13013 - Exhibits Specialist III       20.68         13041 - Illustrator I       20.61         13042 - Illustrator III       23.61         13054 - Librarian       22.89         13054 - Library Information       20.68         Technology Systems       3.23         Administrator       13.38         13061 - Media Specialist II       14.92         13062 - Media Specialist III       16.68         13063 - Media Specialist III       16.68         13071 - Photographer I       17.95         13072 - Photographer II       19.09         13073 - Photographer IV       29.49         13074 - Photographer IV       29.49         13075 - Photographer V       14.21         13090 - Technical Order Library       16.62         Clerk       1310 - Video Teleconference       15.77 </th <th>12314 - Registered Nurse III</th> <td>33.64</td>  | 12314 - Registered Nurse III        | 33.64 |
| 12316 - Registered Nurse IV       40.01         12317 - Scheduler (Drug and Alcohol       28.25         Testing)       12320 - Substance Abuse Treatment       24.16         Counselor       13000 - Information And Arts       20.68         Occupations       13011 - Exhibits Specialist I       17.25         13012 - Exhibits Specialist III       20.68         13043 - Tilustrator I       20.19         13042 - Illustrator III       23.61         13043 - Tilustrator III       28.82         13047 - Library Aide/Clerk       13.23         13050 - Library Aide/Clerk       13.23         13051 - Media Specialist II       16.81         13052 - Media Specialist II       16.62         13053 - Library Technician       15.38         13061 - Media Specialist II       16.61         13071 - Photographer I       17.95         13073 - Photographer III       29.49         13075 - Photographer IV       29.49         13075 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Information Technology       20.62         Clerk       11       20.61         13100 - Video Teleconference       15.77         Technician       14.24  | 12315 - Registered Nurse III        | 33.64 |
| 12317 - Scheduler (Drug and Alcohol       28.25         Testing)       24.16         Counselor       24.16         13000 - Information And Arts       20.00         Occupations       13011 - Exhibits Specialist I       17.25         13012 - Exhibits Specialist II       20.68         13013 - Exhibits Specialist III       20.68         13042 - Illustrator I       20.19         13042 - Illustrator II       23.61         13054 - Library Aide/Clerk       13.23         13055 - Library Information       20.68         Technology Systems       20.68         Administrator       20.68         13061 - Media Specialist II       14.92         13058 - Library Technician       15.38         13061 - Media Specialist II       18.61         13071 - Photographer I       19.09         13062 - Media Specialist III       18.61         13072 - Photographer II       25.14         13073 - Photographer III       25.14         13074 - Photographer IV       29.49         13075 - Photographer IV       29.49         13075 - Photographer V       16.62         Clerk       13100 - Video Teleconference       15.77         Technician       18.24 <t< th=""><th>Anesthetist</th><th></th></t<>  | Anesthetist                         |       |
| Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 20.68 13013 - Exhibits Specialist II 20.68 13013 - Exhibits Specialist III 20.69 13041 - Illustrator I 20.69 13042 - Illustrator II 28.82 13047 - Library Aide/Clerk 13.23 13054 - Library Information 20.68 13058 - Library Information 20.68 13058 - Library Technician 13058 - Library Technician 13064 - Media Specialist II 16.68 13063 - Media Specialist II 16.68 13063 - Media Specialist III 18.61 13071 - Photographer I 19.09 13073 - Photographer II 19.09 13073 - Photographer II 19.09 13075 - Photographer IV 29.49 13075 - Photographer IV 29.49 13075 - Photographer IV 29.49 13075 - Photographer IV 20.41 14041 - Computer Operator I 1000 - Information Technology Cocupations 14001 - Information Technology Cocupations 14074 - Computer Operator II 20.68 14072 - Computer Operator II 20.68 14072 - Computer Programmer II (see 1) 14071 - Computer Programmer III (see 1) 14074 - Compute   | 12316 - Registered Nurse IV         | 40.01 |
| 12320 - Substance Abuse Treatment       24.16         Counselor       13000 - Information And Arts         Occupations       13011 - Exhibits Specialist I       17.25         13012 - Exhibits Specialist II       20.68         13013 - Exhibits Specialist II       20.19         13042 - Illustrator I       20.19         13042 - Illustrator II       23.61         13043 - Illustrator III       23.61         13054 - Library Aide/Clerk       13.23         13055 - Library Information       20.68         Technology Systems       20.68         Administrator       13062         13062 - Media Specialist I       14.92         13062 - Media Specialist III       16.68         13063 - Media Specialist III       18.61         13071 - Photographer II       19.09         13072 - Photographer III       19.09         13073 - Photographer III       29.49         13074 - Photographer IV       29.49         13090 - Technical Order Library       16.62         Clerk       13.07         14000 - Information Technology       22.76         14041 - Computer Operator I       18.24         14042 - Computer Operator III       20.41         14043 - Computer Operator III       <  | 12317 - Scheduler (Drug and Alcohol | 28.25 |
| Counselor<br>13000 - Information And Arts<br>Occupations<br>13011 - Exhibits Specialist I 1 17.25<br>13012 - Exhibits Specialist III 20.68<br>13013 - Exhibits Specialist III 25.29<br>13041 - Illustrator I 20.19<br>13042 - Illustrator II 23.61<br>13043 - Illustrator III 28.82<br>13054 - Library Aide/Clerk 13.23<br>13054 - Library Information 20.68<br>Technology Systems<br>Administrator<br>13058 - Library Technician 15.38<br>13061 - Media Specialist I 14.92<br>13062 - Media Specialist II 16.68<br>13063 - Media Specialist II 16.68<br>13073 - Photographer I 19.09<br>13075 - Photographer I 19.09<br>13075 - Photographer II 25.14<br>13075 - Photographer IV 29.49<br>13075 - Photographer V 41.21<br>13090 - Technical Order Library 16.62<br>Clerk 13000 - Information Technology<br>Occupations<br>14000 - Information Technology 0.21<br>14041 - Computer Operator I 18.24<br>14042 - Computer Operator I 20.41<br>14044 - Computer Operator I 18.24<br>14045 - Computer Operator I 18.24<br>14044 - Computer Operator I 18.24<br>14045 - Computer Operator I 18.24<br>14045 - Computer Operator I 18.24<br>14045 - Computer Operator I 18.24<br>14047 - Computer Operator I 18.24<br>14045 - Computer Programmer I 18.24<br>14047 - Computer Progra | Testing)                            |       |
| 13000 - Information And Arts         Occupations         13011 - Exhibits Specialist I       17.25         13012 - Exhibits Specialist III       20.68         13013 - Exhibits Specialist III       25.29         13041 - Illustrator I       20.19         13042 - Illustrator II       23.61         13043 - Illustrator III       28.82         13054 - Library Aide/Clerk       13.23         13055 - Library Information       20.68         Technology Systems       Administrator         13062 - Media Specialist I       14.92         13063 - Media Specialist II       18.61         13071 - Photographer I       17.95         13072 - Photographer III       19.09         13073 - Photographer III       29.49         13074 - Photographer IV       29.49         13075 - Photographer IV       29.49         13076 - Technical Order Library       16.62         Clerk       13.10         13090 - Tachnical Order Library       16.62         Clerk       13.10         14001 - Computer Operator I       18.24         14042 - Computer Operator II       20.41         14043 - Computer Operator II       20.43         14044 - Computer Operator III       20.41  | 12320 - Substance Abuse Treatment   | 24.16 |
| Occupations         13011 - Exhibits Specialist I         17.25           13012 - Exhibits Specialist II         20.68           13013 - Exhibits Specialist III         20.19           13041 - Illustrator I         20.19           13042 - Illustrator II         23.61           13043 - Illustrator III         28.82           13047 - Librarian         22.89           13050 - Library Aide/Clerk         31.32           13054 - Library Information         20.68           Technology Systems         4           Administrator         14.92           13061 - Media Specialist I         14.92           13062 - Media Specialist III         18.61           13072 - Photographer I         17.95           13073 - Photographer III         90.99           13074 - Photographer IV         29.49           13075 - Photographer IV         29.49           13075 - Photographer IV         29.49           13075 - Photographer V         41.21           13090 - Technical Order Library         16.62           Clerk         13100 - Video Teleconference         15.77           Technician         20.41           14042 - Computer Operator I         18.24           14042 - Computer Operator IV         28.81  | Counselor                           |       |
| 13011 - Exhibits Specialist I       17.25         13012 - Exhibits Specialist II       20.68         13013 - Exhibits Specialist III       25.29         13041 - Illustrator I       23.61         13042 - Illustrator III       28.82         13047 - Librarian       22.89         13050 - Library Aide/Clerk       13.23         13054 - Library Information       20.68         Technology Systems       20.68         Administrator       20.68         13062 - Media Specialist I       14.92         13062 - Media Specialist III       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       19.09         13072 - Photographer II       19.09         13073 - Photographer III       29.49         13074 - Photographer IV       29.49         13075 - Photographer IV       29.49         13076 - Thotographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       13110 - Video Teleconference       15.77         Technician       20.41         14041 - Computer Operator II       28.67         14041 - Computer Operator III       20.41  | 13000 - Information And Arts        |       |
| 13012 - Exhibits Specialist III       20.68         13013 - Exhibits Specialist III       25.29         13041 - Illustrator I       20.19         13042 - Illustrator III       28.82         13047 - Librarian       22.89         13050 - Library Aide/Clerk       13.23         13054 - Library Information       20.68         Technology Systems       Administrator         13058 - Library Technician       15.38         13061 - Media Specialist I       14.92         13062 - Media Specialist III       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       17.95         13072 - Photographer III       19.09         13073 - Photographer IV       29.49         13000 - Technical Order Library       16.62         Clerk       13110 - Video Teleconference       15.77         Technician       18.24         14000 - Information Technology       22.66         Occupations       14.041 - Computer Operator I       18.24         14041 - Computer Operator III       25.83         14042 - Computer Operator IV       28.67         14043 - Computer Operator IV       28.87         14044 - Computer Programmer II       (see 1)   | Occupations                         |       |
| 13013 - Exhibits Specialist III       25.29         13041 - Illustrator I       20.19         13042 - Illustrator II       23.61         13043 - Illustrator III       28.82         13047 - Librarian       22.89         13050 - Library Aide/Clerk       13.23         13054 - Library Information       20.68         Technology Systems       4         Administrator       14.92         13062 - Media Specialist I       14.92         13063 - Media Specialist III       18.61         13071 - Photographer I       17.95         13072 - Photographer II       19.09         13073 - Photographer III       29.49         13074 - Photographer IV       29.49         13075 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       14000 - Information Technology         Occupations       14041 - Computer Operator II       25.74         14041 - Computer Operator III       20.41         14042 - Computer Operator IV       25.83         14043 - Computer Operator IV       25.83         14044 - Computer Programmer II       (see 1)         14072 - Computer Programmer III (see 1) <t< th=""><th>13011 - Exhibits Specialist I</th><td>17.25</td></t<>   | 13011 - Exhibits Specialist I       | 17.25 |
| 13041 - Illustrator I       20.19         13042 - Illustrator II       23.61         13043 - Illustrator III       28.82         13047 - Librarian       22.89         13050 - Library Aide/Clerk       13.23         13054 - Library Information       20.68         Technology Systems       20.68         Administrator       14.92         13061 - Media Specialist I       16.68         13062 - Media Specialist III       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       17.95         13073 - Photographer III       29.49         13074 - Photographer IV       29.49         13075 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       15.77         Technician       15.77         14000 - Information Technology       27.41         Occupations       14.041       20.41         14041 - Computer Operator II       28.67         14042 - Computer Operator IV       25.83         14043 - Computer Operator IV       28.67         14044 - Computer Operator V       28.67         14074 - Computer Programmer II<   | 13012 - Exhibits Specialist II      | 20.68 |
| 13042 - Illustrator II       23.61         13043 - Illustrator III       28.82         13047 - Librarian       22.89         13050 - Library Aide/Clerk       13.23         13054 - Library Information       20.68         Technology Systems       Administrator         13058 - Library Technician       15.38         13061 - Media Specialist I       14.92         13062 - Media Specialist III       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       17.95         13072 - Photographer II       19.09         13073 - Photographer IV       29.49         13075 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       1310 - Video Teleconference       15.77         Technician       18.24         14040 - Computer Operator I       18.24         14042 - Computer Operator III       20.41         14043 - Computer Operator IV       25.83         14044 - Computer Operator IV       25.83         14045 - Computer Operator V       28.67         14071 - Computer Programmer II       (see 1)         14072 - Computer Programmer III       (s  | 13013 - Exhibits Specialist III     | 25.29 |
| 13043 - Illustrator III       28.82         13047 - Librarian       22.89         13050 - Library Aide/Clerk       13.23         13054 - Library Information       20.68         Technology Systems       Administrator         13058 - Library Technician       15.38         13061 - Media Specialist I       14.92         13062 - Media Specialist III       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       19.09         13072 - Photographer II       19.09         13073 - Photographer IV       29.49         13075 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       1310 - Video Teleconference       15.77         Technician       14.042       20.41         14040 - Information Technology       20.41         0ccupations       14.042       20.41         14041 - Computer Operator I       28.67         14042 - Computer Operator IV       25.83         14043 - Computer Operator IV       28.67         14044 - Computer Operator V       28.67         14045 - Computer Programmer II       (see 1)         14071 - Compute   | 13041 - Illustrator I               | 20.19 |
| 13047 - Librarian       22.89         13050 - Library Aide/Clerk       13.23         13054 - Library Information       20.68         Technology Systems       3000         Administrator       15.38         13058 - Library Technician       15.38         13061 - Media Specialist I       14.92         13062 - Media Specialist III       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       17.95         13072 - Photographer III       25.14         13073 - Photographer IV       29.49         13075 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       13110 - Video Teleconference       15.77         Technician       18.24         14041 - Computer Operator I       18.24         14042 - Computer Operator III       20.41         14043 - Computer Operator IV       25.83         14044 - Computer Operator IV       25.83         14045 - Computer Operator V       28.67         14074 - Computer Programmer II       (see 1)         14073 - Computer Programmer III       (see 1)         14074 - Computer Programmer IV       (see 1) </th <th>13042 - Illustrator II</th> <td>23.61</td>  | 13042 - Illustrator II              | 23.61 |
| 13050 - Library Aide/Clerk       13.23         13054 - Library Information       20.68         Technology Systems       4         Administrator       15.38         Administrator       14.92         13061 - Media Specialist I       14.92         13062 - Media Specialist III       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       17.95         13072 - Photographer III       19.09         13073 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       13110 - Video Teleconference       15.77         Technician       18.24         14040 - Information Technology       20.41         0ccupations       20.41         14042 - Computer Operator I       18.24         14043 - Computer Operator III       20.41         14043 - Computer Operator IV       25.83         14044 - Computer Operator IV       25.83         14045 - Computer Operator V       28.67         14074 - Computer Programmer II       (see 1)         14072 - Computer Programmer III       (see 1)         14073 - Computer Programmer III       (see 1)  | 13043 - Illustrator III             | 28.82 |
| 13054 - Library Information       20.68         Technology Systems       Administrator         13058 - Library Technician       15.38         13061 - Media Specialist I       14.92         13062 - Media Specialist II       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       19.09         13072 - Photographer II       19.09         13073 - Photographer II       29.49         13074 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       15.77         Technician       18.24         14041 - Computer Operator I       18.24         14042 - Computer Operator III       20.41         14043 - Computer Operator III       20.41         14043 - Computer Operator IV       25.83         14044 - Computer Operator IV       28.67         14071 - Computer Programmer II       (see 1)         14072 - Computer Programmer III       (see 1)         14073 - Computer Programmer III       (see 1)         14074 - Computer Programmer IV       (see 1)   | 13047 - Librarian                   | 22.89 |
| Technology Systems         Administrator         13058 - Library Technician       15.38         13061 - Media Specialist I       14.92         13062 - Media Specialist II       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       17.95         13072 - Photographer II       19.09         13073 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       13110 - Video Teleconference       15.77         Technician       18.24         14040 - Information Technology       20.41         0ccupations       14.21         14041 - Computer Operator II       20.41         14042 - Computer Operator III       20.41         14043 - Computer Operator III       22.76         14044 - Computer Operator IV       25.83         14045 - Computer Operator V       28.67         14071 - Computer Programmer I       (see 1)         14072 - Computer Programmer III       (see 1)         14073 - Computer Programmer III       (see 1)         14074 - Computer Programmer IV       (see 1)         14074 - Computer Programmer IV       (see 1) <th>13050 - Library Aide/Clerk</th> <td>13.23</td>  | 13050 - Library Aide/Clerk          | 13.23 |
| Technology Systems         Administrator         13058 - Library Technician       15.38         13061 - Media Specialist I       14.92         13062 - Media Specialist II       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       17.95         13072 - Photographer II       19.09         13073 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       13110 - Video Teleconference       15.77         Technician       18.24         14040 - Information Technology       20.41         0ccupations       14.21         14041 - Computer Operator II       20.41         14042 - Computer Operator III       20.41         14043 - Computer Operator III       22.76         14044 - Computer Operator IV       25.83         14045 - Computer Operator V       28.67         14071 - Computer Programmer I       (see 1)         14072 - Computer Programmer III       (see 1)         14073 - Computer Programmer III       (see 1)         14074 - Computer Programmer IV       (see 1)         14074 - Computer Programmer IV       (see 1) <th>13054 - Library Information</th> <td>20.68</td>   | 13054 - Library Information         | 20.68 |
| 13058 - Library Technician       15.38         13061 - Media Specialist I       14.92         13062 - Media Specialist II       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       17.95         13072 - Photographer II       19.09         13073 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       13110 - Video Teleconference       15.77         Technician       18.24         14041 - Computer Operator I       18.24         14042 - Computer Operator III       20.41         14043 - Computer Operator IV       25.83         14045 - Computer Operator V       28.67         14071 - Computer Programmer I       (see 1)         14073 - Computer Programmer III (see 1)       22.88         14072 - Computer Programmer III (see 1)       14073 - Computer Programmer III (see 1)         14074 - Computer Programmer IV (see 1)       14074 - Computer Programmer IV (see 1)  | —                                   |       |
| 13061 - Media Specialist I       14.92         13062 - Media Specialist II       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       17.95         13072 - Photographer II       19.09         13073 - Photographer III       25.14         13074 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       15.77         Technician       15.77         Technician       18.24         14040 - Information Technology       22.49         0ccupations       18.24         14042 - Computer Operator I       18.24         14043 - Computer Operator III       22.78         14044 - Computer Operator V       28.67         14071 - Computer Programmer I       (see 1)         14072 - Computer Programmer II       (see 1)         14073 - Computer Programmer III       (see 1)         14074 - Computer Programmer III       (see 1)         14074 - Computer Programmer IV       (see 1)         14074 - Computer Programmer IV       (see 1)   |                                     |       |
| 13061 - Media Specialist I       14.92         13062 - Media Specialist II       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       17.95         13072 - Photographer II       19.09         13073 - Photographer III       25.14         13074 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       15.77         Technician       15.77         Technician       18.24         14040 - Information Technology       22.49         0ccupations       18.24         14042 - Computer Operator I       18.24         14043 - Computer Operator III       22.78         14044 - Computer Operator V       28.67         14071 - Computer Programmer I       (see 1)         14072 - Computer Programmer II       (see 1)         14073 - Computer Programmer III       (see 1)         14074 - Computer Programmer III       (see 1)         14074 - Computer Programmer IV       (see 1)         14074 - Computer Programmer IV       (see 1)   | 13058 - Library Technician          | 15.38 |
| 13062 - Media Specialist II       16.68         13063 - Media Specialist III       18.61         13071 - Photographer I       17.95         13072 - Photographer II       19.09         13073 - Photographer III       25.14         13074 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       15.77         Technician       15.77         Technician       18.24         14000 - Information Technology       20.41         0ccupations       18.24         14041 - Computer Operator I       18.24         14042 - Computer Operator III       20.41         14043 - Computer Operator IV       25.83         14044 - Computer Operator IV       25.83         14045 - Computer Operator V       28.67         14071 - Computer Programmer I       (see 1)         14073 - Computer Programmer III       (see 1)         14074 - Computer Programmer III       (see 1)         14074 - Computer Programmer IV       (see 1)         14074 - Computer Programmer IV       (see 1)         14001 - Computer Systems Analyst I       (see 1)  | -                                   |       |
| 13063 - Media Specialist III       18.61         13071 - Photographer I       17.95         13072 - Photographer II       19.09         13073 - Photographer III       25.14         13074 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       13110 - Video Teleconference       15.77         Technician       15.77         14000 - Information Technology       20.41         0ccupations       18.24         14041 - Computer Operator I       18.24         14042 - Computer Operator III       20.41         14043 - Computer Operator III       22.76         14044 - Computer Operator IV       25.83         14045 - Computer Operator IV       25.83         14045 - Computer Programmer I       (see 1)         14071 - Computer Programmer II       (see 1)         14073 - Computer Programmer III       (see 1)         14074 - Computer Programmer IV       (see 1)         14074 - Computer Programmer IV       (see 1)         140074 - Computer Systems Analyst I       (see 1)  | -                                   |       |
| 13071 - Photographer I       17.95         13072 - Photographer II       19.09         13073 - Photographer III       25.14         13074 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       15.77         Technician       15.77         14000 - Information Technology       20.41         Occupations       18.24         14041 - Computer Operator I       18.24         14042 - Computer Operator III       20.41         14043 - Computer Operator IV       25.83         14045 - Computer Operator IV       25.83         14045 - Computer Operator V       28.67         14071 - Computer Programmer II (see 1)       22.88         14072 - Computer Programmer III (see 1)       22.88         14073 - Computer Programmer IV (see 1)       14074         14074 - Computer Programmer IV (see 1)       14005  |                                     |       |
| 13072 - Photographer II       19.09         13073 - Photographer III       25.14         13074 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       15.77         Technician       15.77         14000 - Information Technology       20.41         0ccupations       18.24         14041 - Computer Operator I       18.24         14042 - Computer Operator III       20.41         14043 - Computer Operator IV       25.83         14045 - Computer Operator IV       25.83         14045 - Computer Operator V       28.67         14071 - Computer Programmer II (see 1)       22.88         14072 - Computer Programmer III (see 1)       22.88         14073 - Computer Programmer IV (see 1)       14074 - Computer Programmer IV (see 1)         14074 - Computer Programmer IV (see 1)       14074 - Computer Programmer IV (see 1)   | -                                   |       |
| 13073 - Photographer III       25.14         13074 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       15.77         Technician       15.77         14000 - Information Technology       20.41         0ccupations       18.24         14041 - Computer Operator I       18.24         14042 - Computer Operator III       20.41         14043 - Computer Operator IV       25.83         14045 - Computer Operator IV       25.83         14045 - Computer Operator V       28.67         14071 - Computer Programmer II (see 1)       22.88         14072 - Computer Programmer III (see 1)       14073 - Computer Programmer III (see 1)         14074 - Computer Programmer IV (see 1)       14074 - Computer Programmer IV (see 1)   |                                     |       |
| 13074 - Photographer IV       29.49         13075 - Photographer V       41.21         13090 - Technical Order Library       16.62         Clerk       13110 - Video Teleconference       15.77         Technician       15.77         14000 - Information Technology       0         Occupations       14041 - Computer Operator I       18.24         14042 - Computer Operator III       20.41         14043 - Computer Operator IV       25.83         14045 - Computer Operator V       28.67         14071 - Computer Programmer II       (see 1)         14073 - Computer Programmer III       (see 1)         14074 - Computer Programmer IV       (see 1)         14074 - Computer Programmer IV       (see 1)  |                                     |       |
| 13075 - Photographer V41.2113090 - Technical Order Library16.62Clerk13110 - Video Teleconference15.77Technician14000 - Information Technology15.77Occupations18.2414041 - Computer Operator I18.2414042 - Computer Operator III20.4114043 - Computer Operator IV25.8314044 - Computer Operator V28.6714071 - Computer Programmer I(see 1)14072 - Computer Programmer III(see 1)14073 - Computer Programmer III(see 1)14074 - Computer Programmer IV(see 1)  |                                     |       |
| 13090 - Technical Order Library 16.62<br>Clerk 13110 - Video Teleconference 15.77<br>Technician 14000 - Information Technology<br>Occupations 18.24<br>14041 - Computer Operator I 20.41<br>14042 - Computer Operator III 20.41<br>14043 - Computer Operator IV 25.83<br>14045 - Computer Operator V 28.67<br>14071 - Computer Programmer I (see 1) 22.88<br>14072 - Computer Programmer II (see 1)<br>14073 - Computer Programmer IV (see 1)<br>14074 - Computer Programmer IV (see 1)<br>14074 - Computer Programmer IV (see 1)  |                                     |       |
| Clerk 13110 - Video Teleconference 15.77<br>Technician 14000 - Information Technology<br>Occupations 14041 - Computer Operator I 18.24<br>14042 - Computer Operator II 20.41<br>14043 - Computer Operator III 22.76<br>14044 - Computer Operator IV 25.83<br>14045 - Computer Operator V 28.67<br>14071 - Computer Programmer I (see 1) 22.88<br>14072 - Computer Programmer II (see 1)<br>14073 - Computer Programmer III (see 1)<br>14074 - Computer Programmer IV (see 1)<br>14074 - Computer Programmer IV (see 1)   |                                     |       |
| Technician14000 - InformationTechnologyOccupations14041 - ComputerOperator I14041 - ComputerOperator II20.4114043 - ComputerOperator III22.7614044 - ComputerOperator IV25.8314045 - ComputerOperator V28.6714071 - ComputerProgrammer I(see 1)14073 - ComputerProgrammer III(see 1)14074 - ComputerProgrammer IV(see 1)14074 - ComputerProgrammer IV(see 1)14101 - ComputerSystems Analyst I(see 1)   | —                                   |       |
| Technician14000 - InformationTechnologyOccupations14041 - ComputerOperator I14041 - ComputerOperator II20.4114043 - ComputerOperator III22.7614044 - ComputerOperator IV25.8314045 - ComputerOperator V28.6714071 - ComputerProgrammer I(see 1)14073 - ComputerProgrammer III(see 1)14074 - ComputerProgrammer IV(see 1)14074 - ComputerProgrammer IV(see 1)14101 - ComputerSystems Analyst I(see 1)   |                                     | 15.77 |
| Occupations14041 - Computer Operator I18.2414042 - Computer Operator II20.4114043 - Computer Operator III22.7614044 - Computer Operator IV25.8314045 - Computer Operator V28.6714071 - Computer Programmer I(see 1)14073 - Computer Programmer III(see 1)14073 - Computer Programmer III(see 1)14074 - Computer Systems Analyst I(see 1)   |                                     |       |
| Occupations14041 - Computer Operator I18.2414042 - Computer Operator II20.4114043 - Computer Operator III22.7614044 - Computer Operator IV25.8314045 - Computer Operator V28.6714071 - Computer Programmer I(see 1)14073 - Computer Programmer III(see 1)14073 - Computer Programmer III(see 1)14074 - Computer Systems Analyst I(see 1)   | 14000 - Information Technology      |       |
| 14041 - Computer Operator I18.2414042 - Computer Operator II20.4114043 - Computer Operator III22.7614044 - Computer Operator IV25.8314045 - Computer Operator V28.6714071 - Computer Programmer I(see 1)14072 - Computer Programmer III(see 1)14073 - Computer Programmer III(see 1)14074 - Computer Programmer IV(see 1)14101 - Computer Systems Analyst I(see 1)   |                                     |       |
| 14042 - Computer Operator II20.4114043 - Computer Operator III22.7614044 - Computer Operator IV25.8314045 - Computer Operator V28.6714071 - Computer Programmer I(see 1)14072 - Computer Programmer III(see 1)14073 - Computer Programmer III(see 1)14074 - Computer Programmer IV(see 1)14101 - Computer Systems Analyst I(see 1)   | -                                   | 18.24 |
| 14043 - Computer Operator III22.7614044 - Computer Operator IV25.8314045 - Computer Operator V28.6714071 - 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)   |                                     |       |
| 14044 - Computer Operator IV25.8314045 - Computer Operator V28.6714071 - Computer Programmer I(see 1)14072 - Computer Programmer III(see 1)14073 - Computer Programmer III(see 1)14074 - Computer Programmer IV(see 1)14101 - Computer Systems Analyst I(see 1)  |                                     |       |
| 14045 - Computer Operator V       28.67         14071 - Computer Programmer I       (see 1)         14072 - Computer Programmer III       (see 1)         14073 - Computer Programmer III       (see 1)         14074 - Computer Programmer IV       (see 1)         14101 - Computer Systems Analyst I       (see 1)  |                                     |       |
| 14071 - Computer Programmer I(see 1)22.8814072 - Computer Programmer II(see 1)14073 - Computer Programmer III(see 1)14074 - Computer Programmer IV(see 1)14101 - Computer Systems Analyst 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)  |                                     |       |
| 14073 - Computer Programmer III       (see 1)         14074 - Computer Programmer IV       (see 1)         14101 - Computer Systems Analyst I       (see 1)  |                                     |       |
| 14074 - Computer Programmer IV(see 1)14101 - Computer Systems Analyst I(see 1)   |                                     |       |
| 14101 - Computer Systems Analyst I (see 1)   |                                     |       |
|  |                                     |       |
|  | = = =                               |       |

| 14103 - Computer Systems Analyst III (see 1) |         |
|--|---------|
| 14150 - Peripheral Equipment                 | 16.58   |
| Operator                                     |         |
| 14160 - Personal Computer Support            | 26.06   |
| Technician                                   |         |
| 14170 - System Support Specialist            | 23.58   |
| 15000 - Instructional Occupations            |         |
| 15010 - Aircrew Training Devices             | 29.14   |
| Instructor (Non-Rated)                       |         |
| 15020 - Aircrew Training Devices             | 35.27   |
| Instructor (Rated)                           |         |
| 15030 - Air Crew Training Devices            | 42.26   |
| Instructor (Pilot)                           |         |
| 15050 - Computer Based Training              | 29.14   |
| Specialist / Instructor                      |         |
| 15060 - Educational Technologist             | 29.39   |
| 15070 - Flight Instructor (Pilot)            | 44.48   |
| 15080 - Graphic Artist                       | 24.44   |
| 15085 - Maintenance Test Pilot Fixed         | 42.26   |
| Jet/Prop                                     |         |
| 15086 - Maintenance Test Pilot               | 42.26   |
| Rotary Wing                                  |         |
| 15088 - Non-Maintenance Test/Co-             | 42.26   |
| Pilot  |         |
| 15090 - Technical Instructor                 | 23.66   |
| 15095 - Technical Instructor/Course          | 28.94   |
| Developer                                    |         |
| 15110 - Test Proctor                         | 19.10   |
| 15120 - Tutor                                | 19.10   |
| 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                              | 1 5 0 1 |
| 16190 - Sewing Machine Operator              | 15.81   |
| 16220 - Tailor<br>16250 - Washer Machine     | 16.45   |
|  | 13.92   |
| 19000 - Machine Tool Operation And           |         |
| Repair Occupations                           | 26 61   |
| 19010 - Machine-Tool Operator (Tool<br>Room) | 26.64   |
| 19040 - Tool And Die Maker                   | 30.84   |
| 13040 - 1001 AND DIE MAKEL                   | 30.04   |

| 21000 - Materials Handling And Packing<br>Occupations        |       |
|--|-------|
| 21020 - Forklift Operator                                    | 17.79 |
| 21020 - Material Coordinator                                 | 23.09 |
| 21040 - Material Expediter                                   | 23.09 |
| 21050 - Material Handling Laborer                            | 14.06 |
| 21050 - Material Mandring Laborer<br>21071 - Order Filler    | 14.00 |
| 21071 - Older Filler<br>21080 - Production Line Worker (Food | 17.79 |
| Processing)  | 11.19 |
| 21110 - Shipping Packer                                      | 17.08 |
| 21130 - Shipping/Receiving Clerk                             | 17.08 |
| 21140 - Store Worker I                                       | 14.06 |
| 21150 - Stock Clerk  | 18.14 |
| 21210 - Tools And Parts Attendant                            | 17.79 |
| 21410 - Warehouse Specialist                                 | 17.79 |
| 23000 - Mechanics And Maintenance And                        | 11.19 |
| Repair Occupations   |       |
| 23010 - Aerospace Structural Welder                          | 26.73 |
| 23019 - Aircraft Logs and Records                            | 22.46 |
| Technician   |       |
| 23021 - Aircraft Mechanic I                                  | 25.78 |
| 23022 - Aircraft Mechanic II                                 | 26.73 |
| 23023 - Aircraft Mechanic III                                | 27.66 |
| 23040 - Aircraft Mechanic Helper                             | 19.73 |
| 23050 - Aircraft Painter                                     | 24.69 |
| 23060 - Aircraft Servicer                                    | 22.46 |
| 23070 - Aircraft Survival Flight                             | 24.69 |
| Equipment Technician   | 21000 |
| 23080 - Aircraft Worker                                      | 23.72 |
| 23091 - Aircrew Life Support                                 | 23.72 |
| Equipment (ALSE) Mechanic                                    | 201/2 |
| I  |       |
| -<br>23092 - Aircrew Life Support                            | 25.78 |
| Equipment (ALSE) Mechanic                                    | 20110 |
| II   |       |
| 23110 - Appliance Mechanic                                   | 24.59 |
| 23120 - Bicycle Repairer                                     | 18.04 |
| 23125 - Cable Splicer  | 43.36 |
| 23130 - Carpenter Maintenance                                | 23.51 |
| 23140 - Carpet Layer   | 23.72 |
| 23160 - Electrician Maintenance                              | 27.18 |
| 23181 - Electronics Technician                               | 26.13 |
| Maintenance I  | - /   |
| 23182 - Electronics Technician                               | 27.85 |
| Maintenance II   |       |
| 23183 - Electronics Technician                               | 27.95 |
| Maintenance III  |       |
| 23260 - Fabric Worker  | 22.46 |
| 23290 - Fire Alarm System Mechanic                           | 25.78 |
| -  |       |

| 23310 - Fire Extinguisher Repairer   | 21.21 |
|--------------------------------------|-------|
| 23311 - Fuel Distribution System     | 22.99 |
| Mechanic                             |       |
| 23312 - Fuel Distribution System     | 18.70 |
| Operator                             |       |
| 23370 - General Maintenance Worker   | 18.90 |
| 23380 - Ground Support Equipment     | 25.78 |
| Mechanic                             |       |
| 23381 - Ground Support Equipment     | 22.46 |
| Servicer                             |       |
| 23382 - Ground Support Equipment     | 23.72 |
| Worker                               |       |
| 23391 - Gunsmith I                   | 21.21 |
| 23392 - Gunsmith II                  | 23.72 |
| 23393 - Gunsmith III                 | 25.78 |
| 23410 - Heating Ventilation And Air- | 24.73 |
| Conditioning                         |       |
| Mechanic                             |       |
| 23411 - Heating Ventilation And Air  | 25.64 |
| Contidioning                         |       |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 22.81 |
| 23440 - Heavy Equipment Operator     | 21.44 |
| 23460 - Instrument Mechanic          | 25.78 |
| 23465 - Laboratory/Shelter Mechanic  | 24.69 |
| 23470 - Laborer                      | 14.06 |
| 23510 - Locksmith                    | 24.69 |
| 23530 - Machinery Maintenance        | 25.08 |
| Mechanic                             |       |
| 23550 - Machinist Maintenance        | 21.29 |
| 23580 - Maintenance Trades Helper    | 14.99 |
| 23591 - Metrology Technician I       | 25.78 |
| 23592 - Metrology Technician II      | 26.73 |
| 23593 - Metrology Technician III     | 27.66 |
| 23640 - Millwright                   | 25.78 |
| 23710 - Office Appliance Repairer    | 23.98 |
| 23760 - Painter Maintenance          | 21.36 |
| 23790 - Pipefitter Maintenance       | 26.94 |
| 23810 - Plumber Maintenance          | 25.80 |
| 23820 - Pneudraulic Systems Mechanic | 25.78 |
| 23850 - Rigger                       | 25.78 |
| 23870 - Scale Mechanic               | 23.72 |
| 23890 - Sheet-Metal Worker           | 19.11 |
| Maintenance                          |       |
| 23910 - Small Engine Mechanic        | 19.66 |
| 23931 - Telecommunications Mechanic  | 28.30 |
| I                                    |       |
| 23932 - Telecommunications Mechanic  | 29.35 |
| II                                   |       |

| 23950 - Telephone Lineman                                  | 34.75          |
|--|----------------|
| 23960 - Welder Combination                                 | 20.00          |
| Maintenance  |                |
| 23965 - Well Driller                                       | 25.78          |
| 23970 - Woodcraft Worker                                   | 25.78          |
| 23980 - Woodworker   | 21.21          |
| 24000 - Personal Needs Occupations                         |                |
| 24550 - Case Manager                                       | 16.99          |
| 24570 - Child Care Attendant                               | 14.60          |
| 24580 - Child Care Center Clerk                            | 18.21          |
| 24610 - Chore Aide   | 14.31          |
| 24620 - Family Readiness And Support                       | 16.99          |
| Services   |                |
| Coordinator  |                |
| 24630 - Homemaker  | 16.99          |
| 25000 - Plant And System Operations                        |                |
| Occupations  |                |
| 25010 - Boiler Tender                                      | 25.78          |
| 25040 - Sewage Plant Operator                              | 23.01          |
| 25070 - Stationary Engineer                                | 25.78          |
| 25190 - Ventilation Equipment Tender                       | 18.56          |
| 25210 - Water Treatment Plant                              | 23.01          |
| Operator   |                |
| 27000 - Protective Service Occupations                     | 01 08          |
| 27004 - Alarm Monitor                                      | 21.87          |
| 27007 - Baggage Inspector                                  | 14.54          |
| 27008 - Corrections Officer                                | 22.83          |
| 27010 - Court Security Officer                             | 22.83          |
| 27030 - Detection Dog Handler<br>27040 - Detention Officer | 16.46          |
|  | 22.83          |
| 27070 - Firefighter<br>27101 - Guard I                     | 21.97<br>14.54 |
| 27101 - Guard I<br>27102 - Guard II                        | 16.46          |
| 27102 - Guard II<br>27131 - Police Officer I               | 24.69          |
| 27131 - Police Officer II<br>27132 - Police Officer II     | 27.44          |
| 28000 - Recreation Occupations                             | 27.44          |
| 28041 - Carnival Equipment Operator                        | 16.12          |
| 28042 - Carnival Equipment Repairer                        | 17.33          |
| 28042 - Carnival Morker                                    | 12.81          |
| 28210 - Gate Attendant/Gate Tender                         | 17.71          |
| 28310 - Lifequard  | 14.19          |
| 28350 - Park Attendant (Aide)                              | 19.81          |
| 28510 - Recreation Aide/Health                             | 14.45          |
| Facility Attendant   |                |
| 28515 - Recreation Specialist                              | 24.54          |
| 28630 - Sports Official                                    | 15.77          |
| 28690 - Swimming Pool Operator                             | 19.38          |
| 29000 - Stevedoring/Longshoremen                           |                |
| Occupational Services                                      |                |

| 29010 - Blocker And Bracer           |         | 23.72 |
|--------------------------------------|---------|-------|
| 29020 - Hatch Tender                 |         | 23.72 |
| 29030 - Line Handler                 |         | 23.72 |
| 29041 - Stevedore I                  |         | 22.46 |
| 29042 - Stevedore II                 |         | 24.69 |
| 30000 - Technical Occupations        |         |       |
| 30010 - Air Traffic Control          | (see 2) | 40.29 |
| Specialist Center (HFO)              |         |       |
| 30011 - Air Traffic Control          | (see 2) | 27.78 |
| Specialist Station (HFO)             |         |       |
| 30012 - Air Traffic Control          |         | 30.59 |
| Specialist Terminal (HFO) (see 2)    |         |       |
| 30021 - Archeological Technician I   |         | 18.73 |
| 30022 - Archeological Technician II  |         | 21.85 |
| 30023 - Archeological Technician III |         | 24.54 |
| 30030 - Cartographic Technician      |         | 26.50 |
| 30040 - Civil Engineering Technician |         | 26.69 |
| 30051 - Cryogenic Technician I       |         | 27.18 |
| 30052 - Cryogenic Technician II      |         | 30.02 |
| 30061 - Drafter/CAD Operator I       |         | 18.73 |
| 30062 - Drafter/CAD Operator II      |         | 21.85 |
| 30063 - Drafter/CAD Operator III     |         | 24.37 |
| 30064 - Drafter/CAD Operator IV      |         | 27.75 |
| 30081 - Engineering Technician I     |         | 15.11 |
| 30082 - Engineering Technician II    |         | 16.95 |
| 30083 - Engineering Technician III   |         | 18.96 |
| 30084 - Engineering Technician IV    |         | 23.50 |
| 30085 - Engineering Technician V     |         | 28.75 |
| 30086 - Engineering Technician VI    |         | 34.78 |
| 30090 - Environmental Technician     |         | 24.54 |
| 30095 - Evidence Control Specialist  |         | 24.54 |
| 30210 - Laboratory Technician        |         | 22.08 |
| 30221 - Latent Fingerprint           |         | 27.18 |
| Technician I                         |         |       |
| 30222 - Latent Fingerprint           |         | 30.02 |
| Technician II                        |         |       |
| 30240 - Mathematical Technician      |         | 25.23 |
| 30361 - Paralegal/Legal Assistant I  |         | 19.53 |
| 30362 - Paralegal/Legal Assistant II |         | 24.39 |
| 30363 - Paralegal/Legal Assistant    |         | 29.59 |
| III                                  |         |       |
| 30364 - Paralegal/Legal Assistant IV |         | 36.09 |
| 30375 - Petroleum Supply Specialist  |         | 30.02 |
| 30390 - Photo-Optics Technician      |         | 27.08 |
| 30395 - Radiation Control Technician |         | 30.02 |
| 30461 - Technical Writer I           |         | 24.54 |
| 30462 - Technical Writer II          |         | 30.02 |
| 30463 - Technical Writer III         |         | 36.33 |

| 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<br>Escort |      |     | 25.60 |
| 30495 - Unexploded (UXO) Sweep            |      |     | 25.60 |
| Personnel                                 |      |     | 23.00 |
| 30501 - Weather Forecaster I              |      |     | 27.75 |
| 30502 - Weather Forecaster II             |      |     | 33.76 |
| 30620 - Weather Observer Combined         | (see | 2)  | 24.37 |
| Upper Air Or                              | (000 | 2 / | 21.07 |
| Surface Programs                          |      |     |       |
| 30621 - Weather Observer Senior           | (see | 2)  | 26.53 |
| 31000 - Transportation/Mobile             | ,    | - / |       |
| Equipment Operation Occupations           |      |     |       |
| 31010 - Airplane Pilot                    |      |     | 30.98 |
| 31020 - Bus Aide                          |      |     | 15.26 |
| 31030 - Bus Driver                        |      |     | 18.76 |
| 31043 - Driver Courier                    |      |     | 16.56 |
| 31260 - Parking and Lot Attendant         |      |     | 14.22 |
| 31290 - Shuttle Bus Driver                |      |     | 17.46 |
| 31310 - Taxi Driver                       |      |     | 14.77 |
| 31361 - Truckdriver Light                 |      |     | 17.80 |
| 31362 - Truckdriver Medium                |      |     | 18.85 |
| 31363 - Truckdriver Heavy                 |      |     | 22.45 |
| 31364 - Truckdriver Tractor-Trailer       |      |     | 22.45 |
| 99000 - Miscellaneous Occupations         |      |     |       |
| 99020 - Cabin Safety Specialist           |      |     | 15.10 |
| 99030 - Cashier                           |      |     | 12.65 |
| 99050 - Desk Clerk                        |      |     | 13.58 |
| 99095 - Embalmer                          |      |     | 27.42 |
| 99130 - Flight Follower                   |      |     | 25.60 |
| 99251 - Laboratory Animal Caretaker       |      |     | 16.52 |
| I<br>00050 Johanstern Deimel Genetation   |      |     | 17 50 |
| 99252 - Laboratory Animal Caretaker<br>II |      |     | 17.53 |
| 99260 - Marketing Analyst                 |      |     | 26.55 |
| 99310 - Mortician                         |      |     | 27.42 |
| 99410 - Pest Controller                   |      |     | 22.14 |
| 99510 - Photofinishing Worker             |      |     | 13.45 |
| 99710 - Recycling Laborer                 |      |     | 20.58 |
| 99711 - Recycling Specialist              |      |     | 23.74 |
| 99730 - Refuse Collector                  |      |     | 18.86 |
| 99810 - Sales Clerk                       |      |     | 14.08 |
| 99820 - School Crossing Guard             |      |     | 15.76 |
| 99830 - Survey Party Chief                |      |     | 21.58 |

| 99831 - Surveying Aide            | 14.29 |
|-----------------------------------|-------|
| 99832 - Surveying Technician      | 19.61 |
| 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 SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does

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

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

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

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

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

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

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to

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

### \*\* UNIFORM ALLOWANCE \*\*

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

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

## \*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4143

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4143 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 York

Area: New York Counties of Albany Rensselaer Saratoga Schenectady Schoharie

\*\*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       |          | 21.81 |
| 01020 - Administrative Assistant   |          | 32.87 |
| 01035 - Court Reporter             |          | 24.28 |
| 01041 - Customer Service           |          | 15.21 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 16.59 |
| Representative II                  |          |       |

| 01043 - Customer Service               |             | 18.64   |
|--|-------------|---------|
| Representative III                     |             |         |
| 01051 - Data Entry Operator I          |             | 15.03   |
| 01052 - Data Entry Operator II         |             | 16.39   |
| 01060 - Dispatcher Motor Vehicle       |             | 22.04   |
| 01070 - Document Preparation Clerk     |             | 14.78   |
| 01090 - Duplicating Machine Operator   |             | 14.78   |
| 01111 - General Clerk I                |             | 14.53   |
| 01112 - General Clerk II               |             | 15.86   |
| 01113 - General Clerk III              |             | 17.81   |
| 01120 - Housing Referral Assistant     |             | 20.75   |
| 01141 - Messenger Courier              |             | 16.69   |
| 01191 - Order Clerk I                  |             | 14.65   |
| 01192 - Order Clerk II                 |             | 15.99   |
| 01261 - Personnel Assistant            |             | 18.79   |
| (Employment) I                         |             | 0.1 0.1 |
| 01262 - Personnel Assistant            |             | 21.01   |
| (Employment) II                        |             |         |
| 01263 - Personnel Assistant            |             | 23.42   |
| (Employment) III                       |             |         |
| 01270 - Production Control Clerk       |             | 23.21   |
| 01290 - Rental Clerk                   |             | 15.80   |
| 01300 - Scheduler Maintenance          |             | 16.65   |
| 01311 - Secretary I                    |             | 16.65   |
| 01312 - Secretary II                   |             | 18.62   |
| 01313 - Secretary III                  |             | 20.75   |
| 01320 - Service Order Dispatcher       |             | 19.71   |
| 01410 - Supply Technician              |             | 32.87   |
| 01420 - Survey Worker                  |             | 17.86   |
| 01460 - Switchboard                    |             | 16.62   |
| Operator/Receptionist                  |             |         |
| 01531 - Travel Clerk I                 |             | 15.60   |
| 01532 - Travel Clerk II                |             | 16.83   |
| 01533 - Travel Clerk III               |             | 18.07   |
| 01611 - Word Processor I               |             | 14.94   |
| 01612 - Word Processor II              |             | 16.79   |
| 01613 - Word Processor III             |             | 18.77   |
| 05000 - Automotive Service Occupations |             |         |
| 05005 - Automobile Body Repairer       |             | 23.94   |
| Fiberglass                             |             |         |
| 05010 - Automotive                     | Electrician |         |
| 05040 - Automotive Glass Installer     |             | 20.75   |
| 05070 - Automotive Worker              |             | 20.75   |
| 05110 - Mobile Equipment Servicer      |             | 18.14   |
| 05130 - Motor Equipment Metal          |             | 23.29   |
| Mechanic                               |             |         |
| 05160 - Motor Equipment Metal Worker   |             | 20.75   |
| 05190 - Motor Vehicle Mechanic         |             | 23.29   |

| 05220 - Motor Vehicle Mechanic                              | 16.72  |
|---|--------|
| Helper  | 10 50  |
| 05250 - Motor Vehicle Upholstery<br>Worker                  | 19.56  |
| 05280 - Motor Vehicle Wrecker                               | 20.75  |
| 05210 - Painter Automotive                                  | 22.10  |
| 05340 - Radiator Repair Specialist                          | 22.10  |
| 05340 - Kadiator Repair Specialist<br>05370 - Tire Repairer | 19.16  |
| 05400 - Transmission Repair                                 | 23.29  |
| Specialist  | 23.23  |
| 07000 - Food Preparation And Service                        |        |
| Occupations   |        |
| 07010 - Baker   | 15.09  |
| 07041 - Cook I  | 15.25  |
| 07042 - Cook II   | 17.45  |
| 07070 - Dishwasher  | 12.65  |
| 07130 - Food Service Worker                                 | 13.29  |
| 07210 - Meat Cutter   | 18.14  |
| 07260 - Waiter/Waitress                                     | 13.28  |
| 09000 - Furniture Maintenance And                           |        |
| Repair Occupations  |        |
| 09010 - Electrostatic Spray Painter                         | 19.76  |
| 09040 - Furniture Handler                                   | 13.47  |
| 09080 - Furniture Refinisher                                | 19.76  |
| 09090 - Furniture Refinisher Helper                         | 16.01  |
| 09110 - Furniture Repairer Minor                            | 18.19  |
| 09130 - Upholsterer   | 19.76  |
| 11000 - General Services And Support                        |        |
| Occupations   |        |
| 11030 - Cleaner Vehicles                                    | 13.81  |
| 11060 - Elevator Operator                                   | 13.81  |
| 11090 - Gardener  | 22.15  |
| 11122 - Housekeeping Aide                                   | 14.33  |
| 11150 - Janitor   | 14.33  |
| 11210 - Laborer Grounds Maintenance                         | 16.88  |
| 11240 - Maid or Houseman                                    | 12.73  |
| 11260 - Pruner  | 15.12  |
| 11270 - Tractor Operator                                    | 20.41  |
| 11330 - Trail Maintenance Worker                            | 16.88  |
| 11360 - Window Cleaner                                      | 15.99  |
| 12000 - Health Occupations                                  |        |
| 12010 - Ambulance Driver                                    | 21.79  |
| 12011 - Breath Alcohol Technician                           | 19.87  |
| 12012 - Certified Occupational                              | 24.79  |
| Therapist Assistant   | 05 65  |
| 12015 - Certified Physical Therapist                        | 25.67  |
| Assistant   | 01 1 - |
| 12020 - Dental Assistant                                    | 21.17  |
| 12025 - Dental Hygienist                                    | 34.22  |

| 12030 - EKG Technician                                     | 26.42 |
|--|-------|
| 12035 - Electroneurodiagnostic                             | 26.42 |
| Technologist   |       |
| 12040 - Emergency Medical Technician                       | 21.79 |
| 12071 - Licensed Practical Nurse I                         | 17.77 |
| 12072 - Licensed Practical Nurse II                        | 19.87 |
| 12073 - Licensed Practical Nurse III                       | 22.15 |
| 12100 - Medical Assistant                                  | 16.88 |
| 12130 - Medical Laboratory                                 | 28.17 |
| Technician   |       |
| 12160 - Medical Record Clerk                               | 18.39 |
| 12190 - Medical Record Technician                          | 20.82 |
| 12195 - Medical Transcriptionist                           | 21.69 |
| 12210 - Nuclear Medicine                                   | 43.10 |
| Technologist   |       |
| 12221 - Nursing Assistant I                                | 12.30 |
| 12222 - Nursing Assistant II                               | 13.82 |
| 12223 - Nursing Assistant III                              | 15.08 |
| 12224 - Nursing Assistant IV                               | 16.94 |
| 12235 - Optical Dispenser                                  | 27.51 |
| 12236 - Optical Technician                                 | 20.45 |
| 12250 - Pharmacy Technician                                | 15.46 |
| 12280 - Phlebotomist                                       | 17.55 |
| 12305 - Radiologic Technologist                            | 31.28 |
| 12311 - Registered Nurse I                                 | 23.56 |
| 12312 - Registered Nurse I<br>12312 - Registered Nurse II  | 28.81 |
| 12312 - Registered Nurse II<br>12313 - Registered Nurse II | 28.81 |
| Specialist   | 20.01 |
| -  | 34.87 |
| 12314 - Registered Nurse III                               | 34.87 |
| 12315 - Registered Nurse III<br>Anesthetist                | 34.0/ |
|  | 11 70 |
| 12316 - Registered Nurse IV                                | 41.79 |
| 12317 - Scheduler (Drug and Alcohol                        | 26.99 |
| Testing)   | 01 00 |
| 12320 - Substance Abuse Treatment                          | 21.90 |
| Counselor  |       |
| 13000 - Information And Arts                               |       |
| Occupations  |       |
| 13011 - Exhibits Specialist I                              | 22.70 |
| 13012 - Exhibits Specialist II                             | 28.13 |
| 13013 - Exhibits Specialist III                            | 34.41 |
| 13041 - Illustrator I                                      | 22.70 |
| 13042 - Illustrator II                                     | 28.13 |
| 13043 - Illustrator III                                    | 34.41 |
| 13047 - Librarian  | 31.15 |
| 13050 - Library Aide/Clerk                                 | 15.33 |
| 13054 - Library Information                                | 28.13 |
| Technology Systems   |       |
| Administrator  |       |

|  | 1 6 60 |
|--|--------|
| 13058 - Library Technician                     | 16.62  |
| 13061 - Media Specialist I                     | 20.30  |
| 13062 - Media Specialist II                    | 22.70  |
| 13063 - Media Specialist III                   | 25.31  |
| 13071 - Photographer I                         | 18.22  |
| 13072 - Photographer II                        | 20.38  |
| 13073 - Photographer III                       | 25.24  |
| 13074 - Photographer IV                        | 31.60  |
| 13075 - Photographer V                         | 37.36  |
| 13090 - Technical Order Library                | 19.26  |
| Clerk  |        |
| 13110 - Video Teleconference                   | 24.42  |
| Technician                                     |        |
| 14000 - Information Technology                 |        |
| Occupations                                    |        |
| 14041 - Computer Operator I                    | 18.23  |
| 14042 - Computer Operator II                   | 20.39  |
| 14042 - Computer Operator III                  | 22.75  |
|  |        |
| 14044 - Computer Operator IV                   | 25.26  |
| 14045 - Computer Operator V                    | 27.97  |
| 14071 - Computer Programmer I (see 1)          | 20.55  |
| <b>14072 - Computer Programmer II</b> (see 1)  | 25.46  |
| <b>14073 - Computer Programmer III</b> (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                   | 18.23  |
| Operator                                       |        |
| 14160 - Personal Computer Support              | 25.26  |
| Technician                                     |        |
| 14170 - System Support Specialist              | 32.71  |
| 15000 - Instructional Occupations              |        |
| 15010 - Aircrew Training Devices               | 30.50  |
| Instructor (Non-Rated)                         | 00.00  |
| 15020 - Aircrew Training Devices               | 33.57  |
| Instructor (Rated)                             | 55.57  |
|  | 40.18  |
| 15030 - Air Crew Training Devices              | 40.10  |
| Instructor (Pilot)                             | 20 50  |
| 15050 - Computer Based Training                | 30.50  |
| Specialist / Instructor                        | 0      |
| 15060 - Educational Technologist               | 35.56  |
| 15070 - Flight Instructor (Pilot)              | 40.18  |
| 15080 - Graphic Artist                         | 27.66  |
| 15085 - Maintenance Test Pilot Fixed           | 40.18  |
| Jet/Prop                                       |        |
| 15086 - Maintenance Test Pilot                 | 40.18  |
| Rotary Wing                                    |        |

| 15088 - Non-Maintenance Test/Co-       | 40.18 |
|--|-------|
| Pilot                                  |       |
| 15090 - Technical Instructor           | 25.78 |
| 15095 - Technical Instructor/Course    | 31.54 |
| Developer                              |       |
| 15110 - Test Proctor                   | 20.81 |
| 15120 - Tutor                          | 20.81 |
| 16000 - Laundry Dry-Cleaning Pressing  |       |
| And Related Occupations                |       |
| 16010 - Assembler                      | 13.67 |
| 16030 - Counter Attendant              | 13.67 |
| 16040 - Dry Cleaner                    | 15.62 |
| 16070 - Finisher Flatwork Machine      | 13.67 |
| 16090 - Presser Hand                   | 13.67 |
| 16110 - Presser Machine Drycleaning    | 13.67 |
| 16130 - Presser Machine Shirts         | 13.67 |
| 16160 - Presser Machine Wearing        | 13.67 |
| Apparel Laundry                        |       |
| 16190 - Sewing Machine Operator        | 16.27 |
| 16220 - Tailor                         | 16.92 |
| 16250 - Washer Machine                 | 14.32 |
| 19000 - Machine Tool Operation And     |       |
| Repair Occupations                     |       |
| 19010 - Machine-Tool Operator (Tool    | 28.49 |
| Room)                                  |       |
| 19040 - Tool And Die Maker             | 33.32 |
| 21000 - Materials Handling And Packing |       |
| Occupations                            |       |
| 21020 - Forklift Operator              | 20.85 |
| 21030 - Material Coordinator           | 22.79 |
| 21040 - Material Expediter             | 22.79 |
| 21050 - Material Handling Laborer      | 16.90 |
| 21071 - Order Filler                   | 14.99 |
| 21080 - Production Line Worker (Food   | 20.85 |
| Processing)                            |       |
| 21110 - Shipping Packer                | 18.30 |
| 21130 - Shipping/Receiving Clerk       | 18.30 |
| 21140 - Store Worker I                 | 13.49 |
| 21150 - Stock Clerk                    | 18.81 |
| 21210 - Tools And Parts Attendant      | 20.85 |
| 21410 - Warehouse Specialist           | 20.85 |
| 23000 - Mechanics And Maintenance And  |       |
| Repair Occupations                     |       |
| 23010 - Aerospace Structural Welder    | 28.23 |
| 23019 - Aircraft Logs and Records      | 23.28 |
| Technician                             |       |
| 23021 - Aircraft Mechanic I            | 27.29 |
| 23022 - Aircraft Mechanic II           | 28.23 |
| 23023 - Aircraft Mechanic III          | 29.31 |
|  |       |

| 23040 - Aircraft Mechanic Helper                | 20.47 |
|---|-------|
| 23050 - Aircraft Painter                        | 25.89 |
| 23060 - Aircraft Servicer                       | 23.28 |
| 23070 - Aircraft Survival Flight                | 25.89 |
| Equipment Technician                            |       |
| 23080 - Aircraft Worker                         | 24.32 |
| 23091 - Aircrew Life Support                    | 24.32 |
| Equipment (ALSE) Mechanic                       |       |
| I   |       |
| 23092 - Aircrew Life Support                    | 27.29 |
| Equipment (ALSE) Mechanic                       |       |
| II  |       |
| 23110 - Appliance Mechanic                      | 28.92 |
| 23120 - Bicycle Repairer                        | 23.74 |
| 23125 - Cable Splicer                           | 45.80 |
| 23130 - Carpenter Maintenance                   | 26.23 |
| 23140 - Carpet Layer                            | 27.17 |
| 23160 - Electrician Maintenance                 | 30.31 |
| 23181 - Electronics Technician                  | 26.72 |
| Maintenance I<br>23182 - Electronics Technician | 28.44 |
| Maintenance II                                  | 20.44 |
| 23183 - Electronics Technician                  | 29.98 |
| Maintenance III                                 | 29.90 |
| 23260 - Fabric Worker                           | 25.60 |
| 23290 - Fire Alarm System Mechanic              | 25.00 |
| 23310 - Fire Extinguisher Repairer              | 23.74 |
| 23311 - Fuel Distribution System                | 41.47 |
| Mechanic  |       |
| 23312 - Fuel Distribution System                | 32.30 |
| Operator  |       |
| 23370 - General Maintenance Worker              | 19.78 |
| 23380 - Ground Support Equipment                | 27.29 |
| Mechanic  |       |
| 23381 - Ground Support Equipment                | 23.28 |
| Servicer  |       |
| 23382 - Ground Support Equipment                | 24.32 |
| Worker  |       |
| 23391 - Gunsmith I                              | 23.74 |
| 23392 - Gunsmith II                             | 27.17 |
| 23393 - Gunsmith III                            | 30.49 |
| 23410 - Heating Ventilation And Air-            | 29.32 |
| Conditioning                                    |       |
| Mechanic  |       |
| 23411 - Heating Ventilation And Air             | 30.33 |
| Contidioning                                    |       |
| Mechanic (Research Facility)                    | 00 10 |
| 23430 - Heavy Equipment Mechanic                | 28.13 |
| 23440 - Heavy Equipment Operator                | 30.27 |

|   | Instrument Mechanic  | 34.21   |
|---|--|---|
| 23465 -   | Laboratory/Shelter Mechanic  | 28.92   |
|   | Laborer  | 16.90   |
|   | Locksmith  | 23.91   |
|   | Machinery Maintenance  | 28.41   |
| Mechanic  |  |   |
| 23550 -   | Machinist Maintenance  | 23.73   |
|   | Maintenance Trades Helper  | 18.99   |
|   | Metrology Technician I   | 34.21   |
|   | Metrology Technician II  | 35.39   |
|   | Metrology Technician III   | 36.74   |
|   | Millwright   | 31.67   |
|   | Office Appliance Repairer  | 20.69   |
|   | Painter Maintenance  | 21.85   |
|   | Pipefitter Maintenance   | 37.66   |
|   | Plumber Maintenance  | 35.73   |
|   | Pneudraulic Systems Mechanic   | 30.49   |
| 23850 -   | =  | 30.49   |
|   | Scale Mechanic   | 27.17   |
|   | Sheet-Metal Worker   | 30.42   |
| Maintenan   |  | 00.12   |
|   | Small Engine Mechanic  | 18.58   |
|   | Telecommunications Mechanic  | 35.09   |
| I   |  | 00.00   |
| —   | Telecommunications Mechanic  | 36.32   |
| II  |  | 00.02   |
|   |  |   |
|   | Telephone Lineman  | 32.34   |
| 23950 -   | Telephone Lineman<br>Welder Combination  | 32.34<br>23.88  |
| 23950 -   | Welder Combination   |   |
| 23950 -<br>23960 -<br>Maintenan   | Welder Combination   | 23.88   |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -  | Welder Combination<br>ce   | 23.88   |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker   | 23.88<br>31.17<br>30.49   |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -  | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker   | 23.88<br>31.17  |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations  | 23.88<br>31.17<br>30.49   |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -  | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker   | 23.88<br>31.17<br>30.49<br>23.74  |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager  | 23.88<br>31.17<br>30.49<br>23.74<br>18.45   |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -  | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant  | 23.88<br>31.17<br>30.49<br>23.74<br>18.45<br>12.70  |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide   | 23.88<br>31.17<br>30.49<br>23.74<br>18.45<br>12.70<br>15.83   |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk   | 23.88<br>31.17<br>30.49<br>23.74<br>18.45<br>12.70<br>15.83<br>14.32  |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 23.88<br>31.17<br>30.49<br>23.74<br>18.45<br>12.70<br>15.83<br>14.32  |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin  | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 23.88<br>31.17<br>30.49<br>23.74<br>18.45<br>12.70<br>15.83<br>14.32  |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24570 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 23.88<br>31.17<br>30.49<br>23.74<br>18.45<br>12.70<br>15.83<br>14.32<br>18.45                                     |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24570 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 23.88<br>31.17<br>30.49<br>23.74<br>18.45<br>12.70<br>15.83<br>14.32<br>18.45                                     |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 23.88<br>31.17<br>30.49<br>23.74<br>18.45<br>12.70<br>15.83<br>14.32<br>18.45                                     |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender   | 23.88<br>31.17<br>30.49<br>23.74<br>18.45<br>12.70<br>15.83<br>14.32<br>18.45                                     |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24570 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -                                  | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns  | 23.88<br>31.17<br>30.49<br>23.74<br>18.45<br>12.70<br>15.83<br>14.32<br>18.45<br>18.45                            |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25070 -            | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 23.88<br>31.17<br>30.49<br>23.74<br>18.45<br>12.70<br>15.83<br>14.32<br>18.45<br>18.45<br>27.97<br>24.71          |
| 23950 -<br>23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25040 -<br>25190 - | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 23.88<br>31.17<br>30.49<br>23.74<br>18.45<br>12.70<br>15.83<br>14.32<br>18.45<br>18.45<br>27.97<br>24.71<br>27.97 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 24.97 |
| 27007 - Baggage Inspector              |      |    | 17.03 |
| 27008 - Corrections Officer            |      |    | 25.32 |
| 27010 - Court Security Officer         |      |    | 26.53 |
| 27030 - Detection Dog Handler          |      |    | 19.04 |
| 27040 - Detention Officer              |      |    | 25.32 |
| 27070 - Firefighter                    |      |    | 28.83 |
| 27101 - Guard I                        |      |    | 17.03 |
| 27102 - Guard II                       |      |    | 19.04 |
| 27131 - Police Officer I               |      |    | 30.14 |
| 27132 - Police Officer II              |      |    | 33.50 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 16.66 |
| 28042 - Carnival Equipment Repairer    |      |    | 18.07 |
| 28043 - Carnival Worker                |      |    | 12.34 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 15.48 |
| 28310 - Lifeguard                      |      |    | 12.41 |
| 28350 - Park Attendant (Aide)          |      |    | 17.31 |
| 28510 - Recreation Aide/Health         |      |    | 12.63 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 21.45 |
| 28630 - Sports Official                |      |    | 13.78 |
| 28690 - Swimming Pool Operator         |      |    | 20.68 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 27.27 |
| 29020 - Hatch Tender                   |      |    | 27.27 |
| 29030 - Line Handler                   |      |    | 27.27 |
| 29041 - Stevedore I                    |      |    | 25.70 |
| 29042 - Stevedore II                   |      |    | 29.03 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.96 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 28.25 |
| Specialist Station (HFO)               | ·    |    |       |
| 30012 - Air Traffic Control            |      |    | 31.10 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 19.17 |
| 30022 - Archeological Technician II    |      |    | 21.44 |
| 30023 - Archeological Technician III   |      |    | 26.56 |
| 30030 - Cartographic Technician        |      |    | 26.56 |
| 30040 - Civil Engineering Technician   |      |    | 29.66 |
| 30051 - Cryogenic Technician I         |      |    | 29.41 |
| 30052 - Cryogenic Technician II        |      |    | 32.48 |
| 30061 - Drafter/CAD Operator I         |      |    | 19.17 |
| 30062 - Drafter/CAD Operator II        |      |    | 21.44 |
| 30063 - Drafter/CAD Operator III       |      |    | 23.89 |
| 30064 - Drafter/CAD Operator IV        |      |    | 29.41 |
| · •                                    |      |    |       |

| 30081 - Engineering Technician I                 | 15.61 |
|--|-------|
| 30082 - Engineering Technician II                | 17.52 |
| 30083 - Engineering Technician III               | 19.60 |
| 30084 - Engineering Technician IV                | 24.29 |
| 30085 - Engineering Technician V                 | 29.71 |
| 30086 - Engineering Technician VI                | 35.94 |
| 30090 - Environmental Technician                 | 25.31 |
| 30095 - Evidence Control Specialist              | 26.56 |
| 30210 - Laboratory Technician                    | 28.70 |
| 30221 - Latent Fingerprint                       | 30.14 |
| Technician I                                     |       |
| 30222 - Latent Fingerprint                       | 33.29 |
| Technician II                                    |       |
| 30240 - Mathematical Technician                  | 28.89 |
| 30361 - Paralegal/Legal Assistant I              | 18.39 |
| 30362 - Paralegal/Legal Assistant II             | 22.35 |
| 30363 - Paralegal/Legal Assistant                | 27.35 |
| III  |       |
| 30364 - Paralegal/Legal Assistant IV             | 33.09 |
| 30375 - Petroleum Supply Specialist              | 32.48 |
| 30390 - Photo-Optics Technician                  | 26.56 |
| 30395 - Radiation Control Technician             | 32.48 |
| 30461 - Technical Writer I                       | 23.33 |
| 30462 - Technical Writer II                      | 28.54 |
| 30463 - Technical Writer III                     | 34.54 |
| 30491 - Unexploded Ordnance (UXO)                | 26.03 |
| Technician I                                     |       |
| 30492 - Unexploded Ordnance (UXO)                | 31.49 |
| Technician II                                    |       |
| 30493 - Unexploded Ordnance (UXO)                | 37.75 |
| Technician III                                   |       |
| 30494 - Unexploded (UXO) Safety                  | 26.03 |
| Escort   |       |
| 30495 - Unexploded (UXO) Sweep                   | 26.03 |
| Personnel  | 20.00 |
| 30501 - Weather Forecaster I                     | 29.41 |
| 30502 - Weather Forecaster II                    | 35.78 |
| <b>30620 - Weather Observer Combined</b> (see 2) | 23.89 |
| Upper Air Or                                     | 20.09 |
| Surface Programs                                 |       |
| <b>30621 - Weather Observer Senior</b> (see 2)   | 26.56 |
| 31000 - Transportation/Mobile                    | 20.00 |
| Equipment Operation Occupations                  |       |
| 31010 - Airplane Pilot                           | 31.49 |
| 31020 - Bus Aide                                 | 14.89 |
|  |       |
| 31030 - Bus Driver                               | 20.61 |
| 31043 - Driver Courier                           | 17.06 |
| 31260 - Parking and Lot Attendant                | 13.92 |
| 31290 - Shuttle Bus Driver                       | 16.94 |

| 31310 - Taxi Driver                 | 15.37 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 18.51 |
| 31362 - Truckdriver Medium          | 19.96 |
| 31363 - Truckdriver Heavy           | 24.32 |
| 31364 - Truckdriver Tractor-Trailer | 24.32 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.35 |
| 99030 - Cashier                     | 12.55 |
| 99050 - Desk Clerk                  | 13.93 |
| 99095 - Embalmer                    | 36.35 |
| 99130 - Flight Follower             | 26.03 |
| 99251 - Laboratory Animal Caretaker | 15.95 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 17.31 |
| II                                  |       |
| 99260 - Marketing Analyst           | 33.88 |
| 99310 - Mortician                   | 36.35 |
| 99410 - Pest Controller             | 19.61 |
| 99510 - Photofinishing Worker       | 14.75 |
| 99710 - Recycling Laborer           | 21.91 |
| 99711 - Recycling Specialist        | 26.50 |
| 99730 - Refuse Collector            | 19.63 |
| 99810 - Sales Clerk                 | 13.65 |
| 99820 - School Crossing Guard       | 14.27 |
| 99830 - Survey Party Chief          | 32.49 |
| 99831 - Surveying Aide              | 19.37 |
| 99832 - Surveying Technician        | 29.55 |
| 99840 - Vending Machine Attendant   | 20.57 |
| 99841 - Vending Machine Repairer    | 25.54 |
| 99842 - Vending Machine Repairer    | 20.57 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4145

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 17 Wage Determination WAGE AND HOUR DIVISION Wage Determination No.: 2015-4145 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 York

Area: New York Counties of Broome Tioga

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 14.71 |
| 01012 - Accounting Clerk II        |          | 16.52 |
| 01013 - Accounting Clerk III       |          | 18.47 |
| 01020 - Administrative Assistant   |          | 32.82 |
| 01035 - Court Reporter             |          | 18.96 |
| 01041 - Customer Service           |          | 12.90 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 14.32 |
| Representative II                  |          |       |

| 01043 - Customer Service               | 15.81 |
|--|-------|
| Representative III                     |       |
| 01051 - Data Entry Operator I          | 14.30 |
| 01052 - Data Entry Operator II         | 15.61 |
| 01060 - Dispatcher Motor Vehicle       | 18.80 |
| 01070 - Document Preparation Clerk     | 15.66 |
| 01090 - Duplicating Machine Operator   | 15.66 |
| 01111 - General Clerk I                | 13.75 |
| 01112 - General Clerk II               | 15.01 |
| 01113 - General Clerk III              | 16.86 |
| 01120 - Housing Referral Assistant     | 20.33 |
| 01141 - Messenger Courier              | 15.32 |
| 01191 - Order Clerk I                  | 17.00 |
| 01192 - Order Clerk II                 | 18.55 |
| 01261 - Personnel Assistant            | 16.75 |
| (Employment) I                         |       |
| 01262 - Personnel Assistant            | 18.73 |
| (Employment) II                        |       |
| 01263 - Personnel Assistant            | 20.88 |
| (Employment) III                       |       |
| 01270 - Production Control Clerk       | 23.74 |
| 01290 - Rental Clerk                   | 15.01 |
| 01300 - Scheduler Maintenance          | 16.30 |
| 01311 - Secretary I                    | 16.30 |
| 01312 - Secretary II                   | 18.24 |
| 01313 - Secretary III                  | 20.33 |
| 01320 - Service Order Dispatcher       | 16.81 |
| 01410 - Supply Technician              | 32.82 |
| 01420 - Survey Worker                  | 17.29 |
| 01460 - Switchboard                    | 14.10 |
| Operator/Receptionist                  |       |
| 01531 - Travel Clerk I                 | 11.90 |
| 01532 - Travel Clerk II                | 12.81 |
| 01533 - Travel Clerk III               | 13.74 |
| 01611 - Word Processor I               | 14.57 |
| 01612 - Word Processor II              | 16.35 |
| 01613 - Word Processor III             | 18.30 |
| 05000 - Automotive Service Occupations |       |
| 05005 - Automobile Body Repairer       | 23.28 |
| Fiberglass                             |       |
| 05010 - Automotive Electrician         | 18.24 |
| 05040 - Automotive Glass Installer     | 17.63 |
| 05070 - Automotive Worker              | 17.63 |
| 05110 - Mobile Equipment Servicer      | 16.32 |
| 05130 - Motor Equipment Metal          | 18.96 |
| Mechanic                               |       |
| 05160 - Motor Equipment Metal Worker   | 17.63 |
| 05190 - Motor Vehicle Mechanic         | 17.80 |

| 05220 - Motor Vehicle Mechanic            | 15.63          |
|---|----------------|
| Helper                                    | 1 6 9 5        |
| 05250 - Motor Vehicle Upholstery          | 16.95          |
| Worker                                    | 17 ()          |
| 05280 - Motor Vehicle Wrecker             | 17.63          |
| 05310 - Painter Automotive                | 18.24          |
| 05340 - Radiator Repair Specialist        | 17.63          |
| 05370 - Tire Repairer                     | 14.34<br>18.96 |
| 05400 - Transmission Repair<br>Specialist | 10.90          |
| 07000 - Food Preparation And Service      |                |
| Occupations                               |                |
| 07010 - Baker                             | 12.63          |
| 07041 - Cook I                            | 14.08          |
| 07041 - COOK 1<br>07042 - Cook II         | 15.75          |
| 07072 - COOK II<br>07070 - Dishwasher     | 12.47          |
| 07130 - Food Service Worker               | 12.54          |
| 07210 - Meat Cutter                       | 19.12          |
| 07260 - Waiter/Waitress                   | 13.30          |
| 09000 - Furniture Maintenance And         | 13.30          |
| Repair Occupations                        |                |
| 09010 - Electrostatic Spray Painter       | 22.12          |
| 09040 - Furniture Handler                 | 17.64          |
| 09080 - Furniture Refinisher              | 24.33          |
| 09090 - Furniture Refinisher Helper       | 29.76          |
| 09110 - Furniture Repairer Minor          | 22.57          |
| 09130 - Upholsterer                       | 26.28          |
| 11000 - General Services And Support      | 20.20          |
| Occupations                               |                |
| 11030 - Cleaner Vehicles                  | 15.15          |
| 11060 - Elevator Operator                 | 13.01          |
| 11090 - Gardener                          | 17.39          |
| 11122 - Housekeeping Aide                 | 13.01          |
| 11150 - Janitor                           | 13.01          |
| 11210 - Laborer Grounds Maintenance       | 14.16          |
| 11240 - Maid or Houseman                  | 12.29          |
| 11260 - Pruner                            | 17.78          |
| 11270 - Tractor Operator                  | 16.67          |
| 11330 - Trail Maintenance Worker          | 14.16          |
| 11360 - Window Cleaner                    | 14.31          |
| 12000 - Health Occupations                |                |
| 12010 - Ambulance Driver                  | 20.14          |
| 12011 - Breath Alcohol Technician         | 19.45          |
| 12012 - Certified Occupational            | 25.80          |
| Therapist Assistant                       |                |
| 12015 - Certified Physical Therapist      | 24.70          |
| Assistant                                 | , .            |
| 12020 - Dental Assistant                  | 16.77          |
| 12025 - Dental Hygienist                  | 30.70          |

| 12030 - EKG Technician                                     | 29.48 |
|--|-------|
| 12035 - Electroneurodiagnostic                             | 29.48 |
| Technologist   |       |
| 12040 - Emergency Medical Technician                       | 20.14 |
| 12071 - Licensed Practical Nurse I                         | 17.39 |
| 12072 - Licensed Practical Nurse II                        | 19.45 |
| 12073 - Licensed Practical Nurse III                       | 21.68 |
| 12100 - Medical Assistant                                  | 15.70 |
| 12130 - Medical Laboratory                                 | 25.52 |
| Technician   |       |
| 12160 - Medical Record Clerk                               | 16.98 |
| 12190 - Medical Record Technician                          | 19.56 |
| 12195 - Medical Transcriptionist                           | 22.46 |
| 12210 - Nuclear Medicine                                   | 42.75 |
| Technologist   |       |
| 12221 - Nursing Assistant I                                | 11.48 |
| 12222 - Nursing Assistant II                               | 12.90 |
| 12223 - Nursing Assistant III                              | 14.07 |
| 12224 - Nursing Assistant IV                               | 15.80 |
| 12235 - Optical Dispenser                                  | 21.31 |
| 12236 - Optical Technician                                 | 17.39 |
| 12250 - Pharmacy Technician                                | 16.95 |
| 12280 - Phlebotomist                                       | 16.81 |
| 12305 - Radiologic Technologist                            | 30.48 |
| 12311 - Registered Nurse I                                 | 23.76 |
| 12312 - Registered Nurse I<br>12312 - Registered Nurse II  | 29.06 |
| 12312 - Registered Nurse II<br>12313 - Registered Nurse II | 29.06 |
| Specialist   | 29.00 |
| -  | 35.16 |
| 12314 - Registered Nurse III                               | 35.16 |
| 12315 - Registered Nurse III<br>Anesthetist                | 33.10 |
|  | 42.15 |
| 12316 - Registered Nurse IV                                |       |
| 12317 - Scheduler (Drug and Alcohol                        | 24.09 |
| Testing)   | 00.00 |
| 12320 - Substance Abuse Treatment                          | 23.03 |
| Counselor  |       |
| 13000 - Information And Arts                               |       |
| Occupations  |       |
| 13011 - Exhibits Specialist I                              | 22.18 |
| 13012 - Exhibits Specialist II                             | 27.46 |
| 13013 - Exhibits Specialist III                            | 33.58 |
| 13041 - Illustrator I                                      | 22.18 |
| 13042 - Illustrator II                                     | 27.46 |
| 13043 - Illustrator III                                    | 33.58 |
| 13047 - Librarian  | 30.40 |
| 13050 - Library Aide/Clerk                                 | 13.40 |
| 13054 - Library Information                                | 27.46 |
| Technology Systems   |       |
| Administrator  |       |

| 13058 - Library Technician                 | 14.40 |
|--|-------|
| 13061 - Media Specialist I                 | 19.81 |
| 13062 - Media Specialist II                | 22.18 |
| 13063 - Media Specialist III               | 24.71 |
| 13071 - Photographer I                     | 18.71 |
| 13072 - Photographer II                    | 20.92 |
| 13073 - Photographer III                   | 25.93 |
| 13074 - Photographer IV                    | 31.71 |
| 13075 - Photographer V                     | 38.37 |
| 13090 - Technical Order Library            | 16.83 |
| Clerk                                      |       |
| 13110 - Video Teleconference               | 19.17 |
| Technician                                 |       |
| 14000 - Information Technology             |       |
| Occupations                                |       |
| 14041 - Computer Operator I                | 15.89 |
| 14042 - Computer Operator II               | 17.78 |
| 14043 - Computer Operator III              | 19.82 |
| 14044 - Computer Operator IV               | 23.63 |
| 14045 - Computer Operator V                | 27.62 |
| 14071 - Computer Programmer I (see 1)      | 21.32 |
| 14072 - Computer Programmer II (see 1)     | 26.42 |
| 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       |       |
| 14150 - Peripheral Equipment               | 15.89 |
| Operator                                   |       |
| 14160 - Personal Computer Support          | 24.05 |
| Technician                                 |       |
| 14170 - System Support Specialist          | 29.85 |
| 15000 - Instructional Occupations          |       |
| 15010 - Aircrew Training Devices           | 31.47 |
| Instructor (Non-Rated)                     |       |
| 15020 - Aircrew Training Devices           | 38.07 |
| Instructor (Rated)                         |       |
| 15030 - Air Crew Training Devices          | 45.63 |
| Instructor (Pilot)                         |       |
| 15050 - Computer Based Training            | 30.66 |
| Specialist / Instructor                    |       |
| 15060 - Educational Technologist           | 31.81 |
| 15070 - Flight Instructor (Pilot)          | 45.63 |
| 15080 - Graphic Artist                     | 22.64 |
| 15085 - Maintenance Test Pilot Fixed       | 45.63 |
| Jet/Prop                                   |       |
| 15086 - Maintenance Test Pilot             | 45.63 |
| Rotary Wing                                |       |

| Pilot21.1.15090 - Technical Instructor21.1.15095 - Technical Instructor/Course25.8.Developer17.015110 - Test Proctor17.015120 - Tutor17.016000 - Laundry Dry-Cleaning Pressing16010 - AssemblerAnd Related Occupations13.616010 - Assembler13.616030 - Counter Attendant13.616040 - Dry Cleaner15.616070 - Finisher Flatwork Machine13.616100 - Presser Hand13.616110 - Presser Machine Drycleaning13.616130 - Presser Machine Shirts13.616160 - Presser Machine Mearing13.616160 - Presser Machine Operator16.216220 - Tailor16.916250 - Washer Machine14.319000 - Machine Tool Operation And25.1Repair Occupations25.119010 - Tool And Die Maker27.221000 - Materials Handling And Packing27.2   |
|--|
| 15095 - Technical Instructor/Course25.8Developer17.015110 - Test Proctor17.015120 - Tutor17.016000 - Laundry Dry-Cleaning PressingAnd Related Occupations16010 - Assembler13.616030 - Counter Attendant13.616040 - Dry Cleaner15.616070 - Finisher Flatwork Machine13.616100 - Presser Hand13.616110 - Presser Machine Drycleaning13.616130 - Presser Machine Shirts13.616160 - Presser Machine Mearing13.616160 - Presser Machine Operator16.21620 - Tailor16.916250 - Washer Machine14.319000 - Machine Tool Operation And25.1Room)19040 - Tool And Die Maker27.221000 - Materials Handling And Packing27.2  |
| Developer15110 - Test Proctor17.015120 - Tutor17.016000 - Laundry Dry-Cleaning PressingAnd Related Occupations16010 - Assembler13.616030 - Counter Attendant13.616040 - Dry Cleaner15.616070 - Finisher Flatwork Machine13.616100 - Presser Hand13.616110 - Presser Machine Drycleaning13.616130 - Presser Machine Shirts13.616160 - Presser Machine Shirts13.616160 - Presser Machine Wearing13.616190 - Sewing Machine Operator16.21620 - Tailor16.916250 - Washer Machine14.319000 - Machine Tool Operation And<br>Repair Occupations25.119010 - Machine-Tool Operator (Tool25.1Room)27.221000 - Materials Handling And Packing27.2   |
| 15110 - Test Proctor17.015120 - Tutor17.016000 - Laundry Dry-Cleaning PressingAnd Related Occupations16010 - Assembler13.616030 - Counter Attendant13.616040 - Dry Cleaner15.616070 - Finisher Flatwork Machine13.616100 - Presser Hand13.616110 - Presser Machine Drycleaning13.616130 - Presser Machine Shirts13.616160 - Presser Machine Mearing13.616160 - Presser Machine Operator16.21620 - Tailor16.916250 - Washer Machine14.319000 - Machine Tool Operator (Tool25.1Room)19040 - Tool And Die Maker27.221000 - Materials Handling And Packing27.2   |
| 15120 - Tutor       17.0         16000 - Laundry Dry-Cleaning Pressing       And Related Occupations         16010 - Assembler       13.6         16030 - Counter Attendant       13.6         16040 - Dry Cleaner       15.6         16070 - Finisher Flatwork Machine       13.6         16090 - Presser Hand       13.6         16101 - Presser Machine Drycleaning       13.6         16100 - Presser Machine Shirts       13.6         16160 - Presser Machine Shirts       13.6         16160 - Presser Machine Operator       16.2         16190 - Sewing Machine Operator       16.2         16220 - Tailor       16.9         16250 - Washer Machine       14.3         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       25.1         Room)       27.2         21000 - Materials Handling And Packing       27.2 |
| 16000 - Laundry Dry-Cleaning PressingAnd Related Occupations16010 - Assembler13.616030 - Counter Attendant13.616040 - Dry Cleaner15.616070 - Finisher Flatwork Machine13.616090 - Presser Hand13.616110 - Presser Machine Drycleaning13.616130 - Presser Machine Shirts13.616160 - Presser Machine Wearing13.616160 - Presser Machine Operator16.216190 - Sewing Machine Operator16.216220 - Tailor16.916250 - Washer Machine14.319000 - Machine Tool Operation And<br>Repair Occupations25.119040 - Tool And Die Maker27.221000 - Materials Handling And Packing27.2  |
| And Related Occupations16010 - Assembler13.616030 - Counter Attendant13.616040 - Dry Cleaner15.616070 - Finisher Flatwork Machine13.616090 - Presser Hand13.616110 - Presser Machine Drycleaning13.616130 - Presser Machine Shirts13.616160 - Presser Machine Wearing13.616160 - Presser Machine Operator16.216190 - Sewing Machine Operator16.216220 - Tailor16.916250 - Washer Machine14.319000 - Machine Tool Operation And<br>Repair Occupations25.119010 - Tool And Die Maker27.221000 - Materials Handling And Packing27.2   |
| 16010 - Assembler       13.6         16030 - Counter Attendant       13.6         16040 - Dry Cleaner       15.6         16070 - Finisher Flatwork Machine       13.6         16090 - Presser Hand       13.6         16110 - Presser Machine Drycleaning       13.6         16130 - Presser Machine Shirts       13.6         16160 - Presser Machine Wearing       13.6         16160 - Presser Machine Wearing       13.6         16160 - Presser Machine Operator       16.2         1620 - Tailor       16.9         16250 - Washer Machine       14.3         19000 - Machine Tool Operation And       25.1         Repair Occupations       25.1         19040 - Tool And Die Maker       27.2         21000 - Materials Handling And Packing       27.2  |
| 16030 - Counter Attendant13.616040 - Dry Cleaner15.616070 - Finisher Flatwork Machine13.616090 - Presser Hand13.616110 - Presser Machine Drycleaning13.616130 - Presser Machine Shirts13.616160 - Presser Machine Wearing13.616160 - Presser Machine Wearing13.616190 - Sewing Machine Operator16.216220 - Tailor16.916250 - Washer Machine14.319000 - Machine Tool Operation And25.1Room)19040 - Tool And Die Maker27.221000 - Materials Handling And Packing27.2   |
| 16040 - Dry Cleaner15.6316070 - Finisher Flatwork Machine13.6316090 - Presser Hand13.6316110 - Presser Machine Drycleaning13.6316130 - Presser Machine Shirts13.6316160 - Presser Machine Wearing13.6316160 - Presser Machine Operator16.2316190 - Sewing Machine Operator16.2316220 - Tailor16.9316250 - Washer Machine14.3319000 - Machine Tool Operation And25.13Repair Occupations25.1319040 - Tool And Die Maker27.2321000 - Materials Handling And Packing27.23  |
| 16070 - Finisher Flatwork Machine13.616090 - Presser Hand13.616110 - Presser Machine Drycleaning13.616130 - Presser Machine Shirts13.616160 - Presser Machine Wearing13.6Apparel Laundry16.216190 - Sewing Machine Operator16.216220 - Tailor16.916250 - Washer Machine14.319000 - Machine Tool Operation And14.3Repair Occupations25.119010 - Machine-Tool Operator (Tool25.1Room)27.221000 - Materials Handling And Packing27.2  |
| 16090 - Presser Hand13.616110 - Presser Machine Drycleaning13.616130 - Presser Machine Shirts13.616160 - Presser Machine Wearing13.6Apparel Laundry13.616190 - Sewing Machine Operator16.216220 - Tailor16.916250 - Washer Machine14.319000 - Machine Tool Operation And14.3Repair Occupations25.119010 - Machine-Tool Operator (Tool25.1Room)27.219040 - Tool And Die Maker27.2   |
| 16110 - Presser Machine Drycleaning13.616130 - Presser Machine Shirts13.616160 - Presser Machine Wearing13.6Apparel Laundry13.616190 - Sewing Machine Operator16.216220 - Tailor16.916250 - Washer Machine14.319000 - Machine Tool Operation And14.3Repair Occupations25.119010 - Machine-Tool Operator (Tool25.1Room)27.219040 - Tool And Die Maker27.221000 - Materials Handling And Packing14.3   |
| 16130 - Presser Machine Shirts13.616160 - Presser Machine Wearing13.6Apparel Laundry13.616190 - Sewing Machine Operator16.216220 - Tailor16.916250 - Washer Machine14.319000 - Machine Tool Operation And14.3Repair Occupations25.119010 - Machine-Tool Operator (Tool25.1Room)27.219040 - Tool And Die Maker27.221000 - Materials Handling And Packing14.3  |
| 16160 - Presser Machine Wearing13.67Apparel Laundry16190 - Sewing Machine Operator16.2716190 - Sewing Machine Operator16.2716220 - Tailor16.9716250 - Washer Machine14.3719000 - Machine Tool Operation And14.37Repair Occupations25.1719010 - Machine-Tool Operator (Tool25.17Room)25.1719040 - Tool And Die Maker27.2721000 - Materials Handling And Packing27.27  |
| Apparel Laundry16190 - Sewing Machine Operator16.216220 - Tailor16.916250 - Washer Machine14.319000 - Machine Tool Operation And14.3Repair Occupations25.119010 - Machine-Tool Operator (Tool25.1Room)27.219040 - Tool And Die Maker27.221000 - Materials Handling And Packing27.2   |
| 16190 - Sewing Machine Operator16.216220 - Tailor16.916250 - Washer Machine14.319000 - Machine Tool Operation AndRepair Occupations19010 - Machine-Tool Operator (Tool25.1Room)25.119040 - Tool And Die Maker27.221000 - Materials Handling And Packing  |
| 16220 - Tailor16.9316250 - Washer Machine14.3319000 - Machine Tool Operation And14.33Repair Occupations25.1319010 - Machine-Tool Operator (Tool25.13Room)27.2319040 - Tool And Die Maker27.2321000 - Materials Handling And Packing27.23   |
| 16250 - Washer Machine14.3319000 - Machine Tool Operation And<br>Repair Occupations19010 - Machine-Tool Operator (Tool19010 - Machine-Tool Operator (Tool25.13Room)27.2319040 - Tool And Die Maker27.2321000 - Materials Handling And Packing27.23   |
| 19000 - Machine Tool Operation And<br>Repair Occupations<br>19010 - Machine-Tool Operator (Tool25.1<br>25.1<br>25.1<br>22.1Room)<br>19040 - Tool And Die Maker<br>21000 - Materials Handling And Packing27.2<br>21   |
| Repair Occupations19010 - Machine-Tool Operator (Tool25.1Room)27.219040 - Tool And Die Maker27.221000 - Materials Handling And Packing27.2   |
| 19010 - Machine-Tool Operator (Tool25.1Room)19040 - Tool And Die Maker27.221000 - Materials Handling And Packing27.2   |
| Room)19040 - Tool And Die Maker27.2321000 - Materials Handling And Packing   |
| 19040 - Tool And Die Maker27.221000 - Materials Handling And Packing   |
| 21000 - Materials Handling And Packing   |
|  |
|  |
| Occupations  |
| 21020 - Forklift Operator 19.2   |
| 21030 - Material Coordinator 23.7  |
| 21040 - Material Expediter 23.7  |
| 21050 - Material Handling Laborer 14.3   |
| <b>21071 - Order Filler</b> 13.9   |
| 21080 - Production Line Worker (Food 19.2)   |
| Processing)  |
| 21110 - Shipping Packer 17.2   |
| 21130 - Shipping/Receiving Clerk 17.2  |
| <b>21140 - Store Worker I</b> 14.8   |
| <b>21150 - Stock Clerk</b> 19.6  |
| <b>21210 - Tools And Parts Attendant</b> 19.2  |
| 21410 - Warehouse Specialist 19.2  |
| 23000 - Mechanics And Maintenance And  |
| Repair Occupations   |
| <b>23010 - Aerospace Structural Welder</b> 28.5  |
| 23019 - Aircraft Logs and Records 23.5   |
| Technician   |
|  |
| 23021 - Aircraft Mechanic I 27.4   |
|  |

| 23040 - Aircraft Mechanic Helper                             | 20.76  |
|--|--------|
| 23050 - Aircraft Painter                                     | 26.28  |
| 23060 - Aircraft Servicer                                    | 23.50  |
| 23070 - Aircraft Survival Flight                             | 26.28  |
| Equipment Technician   |        |
| 23080 - Aircraft Worker                                      | 24.97  |
| 23091 - Aircrew Life Support                                 | 24.97  |
| Equipment (ALSE) Mechanic                                    |        |
| I  |        |
| 23092 - Aircrew Life Support                                 | 27.49  |
| Equipment (ALSE) Mechanic                                    |        |
| II   |        |
| 23110 - Appliance Mechanic                                   | 26.28  |
| 23120 - Bicycle Repairer                                     | 22.33  |
| 23125 - Cable Splicer  | 36.86  |
| 23130 - Carpenter Maintenance                                | 29.27  |
| 23140 - Carpet Layer   | 24.97  |
| 23160 - Electrician Maintenance                              | 33.29  |
| 23181 - Electronics Technician                               | 25.86  |
| Maintenance I  |        |
| 23182 - Electronics Technician                               | 26.97  |
| Maintenance II   |        |
| 23183 - Electronics Technician                               | 28.00  |
| Maintenance III  |        |
| 23260 - Fabric Worker  | 23.50  |
| 23290 - Fire Alarm System Mechanic                           | 26.94  |
| 23310 - Fire Extinguisher Repairer                           | 22.33  |
| 23311 - Fuel Distribution System                             | 34.02  |
| Mechanic   | 00 10  |
| 23312 - Fuel Distribution System                             | 28.12  |
| Operator   | 10 00  |
| 23370 - General Maintenance Worker                           | 18.68  |
| 23380 - Ground Support Equipment                             | 27.49  |
| Mechanic   | 22 E 0 |
| 23381 - Ground Support Equipment                             | 23.50  |
| Servicer   | 24.97  |
| 23382 - Ground Support Equipment<br>Worker                   | 24.97  |
| 23391 - Gunsmith I   | 22.33  |
| 23392 - Gunsmith II  | 24.97  |
| 23392 - Gunsmith II<br>23393 - Gunsmith III                  | 27.49  |
| 23395 - Gunsmith III<br>23410 - Heating Ventilation And Air- | 27.49  |
| Conditioning   | 23.00  |
| Mechanic   |        |
| 23411 - Heating Ventilation And Air                          | 26.84  |
| Contidioning   | 20.04  |
| Mechanic (Research Facility)                                 |        |
| 23430 - Heavy Equipment Mechanic                             | 25.67  |
| 23440 - Heavy Equipment Operator                             | 33.43  |
| - · · · · · · · · · · · · · · · · · · ·                      |        |

| 23460 -   | Instrument Mechanic           | 27.49 |
|-----------|-------------------------------|-------|
| 23465 -   | Laboratory/Shelter Mechanic   | 26.28 |
|           | Laborer                       | 14.39 |
|           | Locksmith                     | 26.28 |
| 23530 -   | Machinery Maintenance         | 26.41 |
| Mechanic  | -                             |       |
| 23550 -   | Machinist Maintenance         | 20.79 |
| 23580 -   | Maintenance Trades Helper     | 18.69 |
| 23591 -   | Metrology Technician I        | 27.49 |
| 23592 -   | Metrology Technician II       | 28.53 |
|           | Metrology Technician III      | 29.52 |
| 23640 -   | Millwright                    | 27.49 |
| 23710 -   | Office Appliance Repairer     | 20.09 |
| 23760 -   | Painter Maintenance           | 19.60 |
| 23790 -   | Pipefitter Maintenance        | 30.67 |
|           | Plumber Maintenance           | 28.30 |
| 23820 -   | Pneudraulic Systems Mechanic  | 27.49 |
| 23850 -   | =                             | 27.49 |
|           | Scale Mechanic                | 24.97 |
| 23890 -   | Sheet-Metal Worker            | 26.94 |
| Maintenan | ce                            |       |
| 23910 -   | Small Engine Mechanic         | 22.09 |
|           | Telecommunications Mechanic   | 29.92 |
| I         |                               |       |
| 23932 -   | Telecommunications Mechanic   | 31.05 |
| II        |                               |       |
| 23950 -   | Telephone Lineman             | 25.89 |
| 23960 -   | Welder Combination            | 18.96 |
| Maintenan | Ce                            |       |
| 23965 -   | Well Driller                  | 27.49 |
| 23970 -   | Woodcraft Worker              | 27.49 |
| 23980 -   | Woodworker                    | 22.33 |
| 24000 - P | ersonal Needs Occupations     |       |
| 24550 -   | Case Manager                  | 15.17 |
| 24570 -   | Child Care Attendant          | 13.09 |
| 24580 -   | Child Care Center Clerk       | 16.34 |
| 24610 -   | Chore Aide                    | 13.65 |
| 24620 -   | Family Readiness And Support  | 15.17 |
| Services  |                               |       |
| Coordin   | ator                          |       |
| 24630 -   | Homemaker                     | 15.17 |
| 25000 - P | lant And System Operations    |       |
| Occupatio | ns                            |       |
| 25010 -   | Boiler Tender                 | 27.78 |
| 25040 -   | Sewage Plant Operator         | 24.80 |
| 25070 -   | Stationary Engineer           | 27.78 |
| 25190 -   | Ventilation Equipment Tender  | 21.06 |
| 25210 -   | The base Marsachurante Dianat | 01 00 |
| 23210     | Water Treatment Plant         | 24.80 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 25.06 |
| 27007 - Baggage Inspector              |      |    | 15.27 |
| 27008 - Corrections Officer            |      |    | 32.11 |
| 27010 - Court Security Officer         |      |    | 31.82 |
| 27030 - Detection Dog Handler          |      |    | 17.09 |
| 27040 - Detention Officer              |      |    | 32.11 |
| 27070 - Firefighter                    |      |    | 34.19 |
| 27101 - Guard I                        |      |    | 15.27 |
| 27102 - Guard II                       |      |    | 17.09 |
| 27131 - Police Officer I               |      |    | 31.90 |
| 27132 - Police Officer II              |      |    | 35.46 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 17.38 |
| 28042 - Carnival Equipment Repairer    |      |    | 18.69 |
| 28043 - Carnival Worker                |      |    | 13.43 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 15.87 |
| 28310 - Lifequard                      |      |    | 12.59 |
| 28350 - Park Attendant (Aide)          |      |    | 17.75 |
| 28510 - Recreation Aide/Health         |      |    | 12.95 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 21.99 |
| 28630 - Sports Official                |      |    | 14.13 |
| 28690 - Swimming Pool Operator         |      |    | 20.91 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 24.97 |
| 29020 - Hatch Tender                   |      |    | 24.97 |
| 29030 - Line Handler                   |      |    | 24.97 |
| 29041 - Stevedore I                    |      |    | 23.50 |
| 29042 - Stevedore II                   |      |    | 26.28 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.29 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 27.78 |
| Specialist Station (HFO)               | ,    | ,  |       |
| 30012 - Air Traffic Control            |      |    | 30.59 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 16.43 |
| 30022 - Archeological Technician II    |      |    | 19.13 |
| 30023 - Archeological Technician III   |      |    | 22.39 |
| 30030 - Cartographic Technician        |      |    | 23.74 |
| 30040 - Civil Engineering Technician   |      |    | 26.32 |
| 30051 - Cryogenic Technician I         |      |    | 25.23 |
| 30052 - Cryogenic Technician II        |      |    | 27.38 |
| 30061 - Drafter/CAD Operator I         |      |    | 16.43 |
| 30062 - Drafter/CAD Operator II        |      |    | 19.13 |
| 30063 - Drafter/CAD Operator III       |      |    | 21.29 |
| 30064 - Drafter/CAD Operator IV        |      |    | 25.23 |
| · •                                    |      |    |       |

| 30081 - Engineering Technician I     |      |     | 15.83   |
|--------------------------------------|------|-----|---------|
| 30082 - Engineering Technician II    |      |     | 17.77   |
| 30083 - Engineering Technician III   |      |     | 19.93   |
| 30084 - Engineering Technician IV    |      |     | 24.63   |
| 30085 - Engineering Technician V     |      |     | 30.12   |
| 30086 - Engineering Technician VI    |      |     | 36.44   |
| 30090 - Environmental Technician     |      |     | 22.39   |
| 30095 - Evidence Control Specialist  |      |     | 22.39   |
| 30210 - Laboratory Technician        |      |     | 20.15   |
| 30221 - Latent Fingerprint           |      |     | 24.80   |
| Technician I                         |      |     |         |
| 30222 - Latent Fingerprint           |      |     | 27.38   |
| Technician II                        |      |     |         |
| 30240 - Mathematical Technician      |      |     | 23.49   |
| 30361 - Paralegal/Legal Assistant I  |      |     | 18.56   |
| 30362 - Paralegal/Legal Assistant II |      |     | 22.99   |
| 30363 - Paralegal/Legal Assistant    |      |     | 28.12   |
| III                                  |      |     |         |
| 30364 - Paralegal/Legal Assistant IV |      |     | 34.02   |
| 30375 - Petroleum Supply Specialist  |      |     | 27.38   |
| 30390 - Photo-Optics Technician      |      |     | 23.49   |
| 30395 - Radiation Control Technician |      |     | 27.38   |
| 30461 - Technical Writer I           |      |     | 24.16   |
| 30462 - Technical Writer II          |      |     | 29.56   |
| 30463 - Technical Writer III         |      |     | 35.76   |
| 30491 - Unexploded Ordnance (UXO)    |      |     | 25.60   |
| Technician I                         |      |     |         |
| 30492 - Unexploded Ordnance (UXO)    |      |     | 30.98   |
| Technician II                        |      |     |         |
| 30493 - Unexploded Ordnance (UXO)    |      |     | 37.13   |
| Technician III                       |      |     | 0 5 6 0 |
| 30494 - Unexploded (UXO) Safety      |      |     | 25.60   |
| Escort                               |      |     | 05 60   |
| 30495 - Unexploded (UXO) Sweep       |      |     | 25.60   |
| Personnel                            |      |     | 05 00   |
| 30501 - Weather Forecaster I         |      |     | 25.23   |
| 30502 - Weather Forecaster II        | ,    | 0.1 | 30.53   |
| 30620 - Weather Observer Combined    | (see | 2)  | 21.29   |
| Upper Air Or                         |      |     |         |
| Surface Programs                     | 1    | 0.) | 00 77   |
| 30621 - Weather Observer Senior      | (see | 2)  | 22.77   |
| 31000 - Transportation/Mobile        |      |     |         |
| Equipment Operation Occupations      |      |     | 20 00   |
| 31010 - Airplane Pilot               |      |     | 30.98   |
| 31020 - Bus Aide                     |      |     | 15.05   |
| 31030 - Bus Driver                   |      |     | 20.06   |
| 31043 - Driver Courier               |      |     | 14.16   |
| 31260 - Parking and Lot Attendant    |      |     | 12.61   |
| 31290 - Shuttle Bus Driver           |      |     | 15.29   |

| 31310 - Taxi Driver                 | 14.23 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 15.22 |
| 31362 - Truckdriver Medium          | 17.61 |
| 31363 - Truckdriver Heavy           | 20.82 |
| 31364 - Truckdriver Tractor-Trailer | 20.82 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.10 |
| 99030 - Cashier                     | 12.43 |
| 99050 - Desk Clerk                  | 13.57 |
| 99095 - Embalmer                    | 30.02 |
| 99130 - Flight Follower             | 25.60 |
| 99251 - Laboratory Animal Caretaker | 14.79 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 15.90 |
| II                                  |       |
| 99260 - Marketing Analyst           | 31.70 |
| 99310 - Mortician                   | 30.02 |
| 99410 - Pest Controller             | 23.06 |
| 99510 - Photofinishing Worker       | 13.45 |
| 99710 - Recycling Laborer           | 18.11 |
| 99711 - Recycling Specialist        | 21.32 |
| 99730 - Refuse Collector            | 16.47 |
| 99810 - Sales Clerk                 | 12.94 |
| 99820 - School Crossing Guard       | 13.39 |
| 99830 - Survey Party Chief          | 27.90 |
| 99831 - Surveying Aide              | 16.76 |
| 99832 - Surveying Technician        | 22.94 |
| 99840 - Vending Machine Attendant   | 21.32 |
| 99841 - Vending Machine Repairer    | 25.64 |
| 99842 - Vending Machine Repairer    | 21.32 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) Does not apply to employees employed in a bona fide executive administrative or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

### \*\* UNIFORM ALLOWANCE \*\*

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

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

#### \*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

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

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

### Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4147

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4147 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 York

Area: New York Counties of Erie Niagara

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 15.67 |
| 01012 - Accounting Clerk II        |          | 17.60 |
| 01013 - Accounting Clerk III       |          | 19.68 |
| 01020 - Administrative Assistant   |          | 31.89 |
| 01035 - Court Reporter             |          | 30.53 |
| 01041 - Customer Service           |          | 15.03 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 16.40 |
| Representative II                  |          |       |

| 01043 - Customer Service                                 | 18.42          |
|--|----------------|
| Representative III                                       |                |
| 01051 - Data Entry Operator I                            | 15.68          |
| 01052 - Data Entry Operator II                           | 17.11          |
| 01060 - Dispatcher Motor Vehicle                         | 20.08          |
| 01070 - Document Preparation Clerk                       | 20.70          |
| 01090 - Duplicating Machine Operator                     | 20.70          |
| 01111 - General Clerk I                                  | 14.49          |
| 01112 - General Clerk II                                 | 15.81          |
| 01113 - General Clerk III                                | 17.74          |
| 01120 - Housing Referral Assistant                       | 23.17          |
| 01141 - Messenger Courier                                | 16.58          |
| 01191 - Order Clerk I                                    | 15.69          |
| 01192 - Order Clerk II                                   | 17.12          |
| 01261 - Personnel Assistant                              | 17.07          |
| (Employment) I   | 10 00          |
| 01262 - Personnel Assistant                              | 19.09          |
| (Employment) II  | 01 00          |
| 01263 - Personnel Assistant                              | 21.28          |
| (Employment) III<br>01270 - Production Control Clerk     | 22.62          |
| 01270 - Production Control Clerk<br>01290 - Rental Clerk | 15.23          |
| 01290 - Rental Clerk<br>01300 - Scheduler Maintenance    |                |
|  | 18.57<br>18.57 |
| 01311 - Secretary I<br>01312 - Secretary I               |                |
| 01312 - Secretary II<br>01313 - Secretary III            | 20.77          |
| 01313 - Secretary III<br>01320 - Secretary Dispetator    | 23.17<br>17.94 |
| 01320 - Service Order Dispatcher                         | 31.89          |
| 01410 - Supply Technician<br>01420 - Survey Worker       | 19.60          |
| 01420 - Survey Worker<br>01460 - Switchboard             | 15.56          |
| Operator/Receptionist                                    | 13.30          |
| 01531 - Travel Clerk I                                   | 13.54          |
| 01532 - Travel Clerk II                                  | 14.29          |
| 01532 - Travel Clerk III<br>01533 - Travel Clerk III     | 15.09          |
| 01611 - Word Processor I                                 | 14.97          |
| 01612 - Word Processor II                                | 16.29          |
| 01613 - Word Processor III                               | 18.21          |
| 05000 - Automotive Service Occupations                   | 10.21          |
| 05005 - Automobile Body Repairer                         | 22.34          |
| Fiberglass   | 22.01          |
| 05010 - Automotive Electric                              | cian 21.67     |
| 05040 - Automotive Glass Installer                       | 20.85          |
| 05070 - Automotive Worker                                | 20.85          |
| 05110 - Mobile Equipment Servicer                        | 19.45          |
| 05130 - Motor Equipment Metal                            | 22.34          |
| Mechanic   | 1              |
| 05160 - Motor Equipment Metal Worker                     | 20.85          |
| 05190 - Motor Vehicle Mechanic                           | 22.34          |

| 05220 - Motor Vehicle Mechanic                                | 18.03          |
|---|----------------|
| Helper  | 00 11          |
| 05250 - Motor Vehicle Upholstery                              | 20.11          |
| Worker<br>05280 - Motor Vehicle Wrecker                       | 20.05          |
|   | 20.85          |
| 05310 - Painter Automotive                                    | 21.67          |
| 05340 - Radiator Repair Specialist                            | 20.85          |
| 05370 - Tire Repairer   | 18.78          |
| 05400 - Transmission Repair                                   | 22.34          |
| Specialist  |                |
| 07000 - Food Preparation And Service                          |                |
| Occupations<br>07010 - Baker                                  | 13.88          |
|   |                |
| 07041 - Cook I  | 16.17          |
| 07042 - Cook II<br>07070 - Dishwasher                         | 17.64          |
|   | 12.25          |
| 07130 - Food Service Worker                                   | 12.62          |
| 07210 - Meat Cutter   | 20.57          |
| 07260 - Waiter/Waitress                                       | 13.81          |
| 09000 - Furniture Maintenance And                             |                |
| Repair Occupations  |                |
| 09010 - Electrostatic Spray Painter                           | 24.57          |
| 09040 - Furniture Handler                                     | 19.26          |
| 09080 - Furniture Refinisher                                  | 24.57          |
| 09090 - Furniture Refinisher Helper                           | 21.15          |
| 09110 - Furniture Repairer Minor                              | 22.80          |
| 09130 - Upholsterer   | 24.57          |
| 11000 - General Services And Support                          |                |
| Occupations   | 10 00          |
| 11030 - Cleaner Vehicles                                      | 13.32<br>13.32 |
| 11060 - Elevator Operator                                     |                |
| 11090 - Gardener  | 18.54          |
| 11122 - Housekeeping Aide                                     | 13.69<br>13.69 |
| 11150 - Janitor   |                |
| 11210 - Laborer Grounds Maintenance                           | 15.48          |
| 11240 - Maid or Houseman                                      | 13.50          |
| 11260 - Pruner  | 14.35          |
| 11270 - Tractor Operator                                      | 17.73          |
| 11330 - Trail Maintenance Worker<br>11360 - Window Cleaner    | 15.48          |
|   | 14.76          |
| 12000 - Health Occupations<br>12010 - Ambulance Driver        | 17.52          |
| 12010 - Ambulance Driver<br>12011 - Breath Alcohol Technician | 17.52          |
|   |                |
| 12012 - Certified Occupational                                | 22.63          |
| Therapist Assistant   | 00 ⊑1          |
| 12015 - Certified Physical Therapist                          | 23.51          |
| Assistant   | 10 01          |
| 12020 - Dental Assistant                                      | 18.31          |
| 12025 - Dental Hygienist                                      | 32.84          |

| 12030 - EKG Technician                                   | 30.78    |
|--|----------|
| 12035 - Electroneurodiagnostic                           | 30.78    |
| Technologist   |          |
| 12040 - Emergency Medical Technician                     | 17.52    |
| 12071 - Licensed Practical Nurse I                       | 17.69    |
| 12072 - Licensed Practical Nurse II                      | 19.78    |
| 12073 - Licensed Practical Nurse III                     | 22.05    |
| 12100 - Medical Assistant                                | 17.23    |
| 12130 - Medical Laboratory                               | 29.76    |
| Technician   |          |
| 12160 - Medical Record Clerk                             | 19.51    |
| 12190 - Medical Record Technician                        | 22.22    |
| 12195 - Medical Transcriptionist                         | 18.97    |
| 12210 - Nuclear Medicine                                 | 40.26    |
| Technologist   |          |
| 12221 - Nursing Assistant I                              | 11.91    |
| 12222 - Nursing Assistant II                             | 13.40    |
| 12223 - Nursing Assistant III                            | 14.62    |
| 12224 - Nursing Assistant IV                             | 16.41    |
| 12235 - Optical Dispenser                                | 25.67    |
| 12236 - Optical Technician                               | 17.39    |
| 12250 - Pharmacy Technician                              | 16.62    |
| 12280 - Phlebotomist                                     | 17.99    |
| 12305 - Radiologic Technologist                          | 30.10    |
| 12311 - Registered Nurse I                               | 25.28    |
| 12312 - Registered Nurse II                              | 30.92    |
| 12313 - Registered Nurse II                              | 30.92    |
| Specialist   | 00.92    |
| 12314 - Registered Nurse III                             | 37.42    |
| 12315 - Registered Nurse III                             | 37.42    |
| Anesthetist  | J / • 12 |
| 12316 - Registered Nurse IV                              | 44.84    |
| 12317 - Scheduler (Drug and Alcohol                      | 24.50    |
| Testing)   | 27.30    |
| 12320 - Substance Abuse Treatment                        | 21.11    |
| Counselor  |          |
| 13000 - Information And Arts                             |          |
|  |          |
| Occupations<br>13011 - Exhibits Specialist I             | 21.28    |
| -  | 26.36    |
| 13012 - Exhibits Specialist II                           |          |
| 13013 - Exhibits Specialist III<br>13041 - Illustrator I | 32.25    |
|  |          |
| 13042 - Illustrator II                                   | 25.74    |
| 13043 - Illustrator III                                  | 31.49    |
| 13047 - Librarian  | 26.89    |
| 13050 - Library Aide/Clerk                               | 15.63    |
| 13054 - Library Information                              | 24.27    |
| Technology Systems                                       |          |
| Administrator  |          |

| 13058 - Library Technician                   | 15.75 |
|--|-------|
| 13061 - Media Specialist I                   | 17.51 |
| 13062 - Media Specialist II                  | 19.60 |
| 13063 - Media Specialist III                 | 21.84 |
| 13071 - Photographer I                       | 15.55 |
| 13072 - Photographer II                      | 18.33 |
| 13073 - Photographer III                     | 22.70 |
| 13074 - Photographer IV                      | 27.77 |
| 13075 - Photographer V                       | 33.60 |
| 13090 - Technical Order Library              | 19.64 |
| Clerk  |       |
| 13110 - Video Teleconference                 | 23.81 |
| Technician                                   |       |
| 14000 - Information Technology               |       |
| Occupations                                  |       |
| 14041 - Computer Operator I                  | 17.74 |
| 14042 - Computer Operator II                 | 19.86 |
| 14043 - Computer Operator III                | 22.22 |
| 14044 - Computer Operator IV                 | 26.33 |
| 14045 - Computer Operator V                  | 29.16 |
| 14071 - Computer Programmer I                | 21.06 |
| 14072 - Computer Programmer II               | 26.09 |
| 14073 - Computer Programmer III (see 1)      |       |
| 14074 - Computer Programmer IV (see 1)       |       |
| 14101 - Computer Systems Analyst I (see 1)   |       |
| 14102 - Computer Systems Analyst II (see 1)  |       |
| 14103 - Computer Systems Analyst III (see 1) |       |
| 14150 - Peripheral Equipment                 | 17.74 |
| Operator                                     |       |
| 14160 - Personal Computer Support            | 26.33 |
| Technician                                   |       |
| 14170 - System Support Specialist            | 32.28 |
| 15000 - Instructional Occupations            |       |
| 15010 - Aircrew Training Devices             | 29.74 |
| Instructor (Non-Rated)                       |       |
| 15020 - Aircrew Training Devices             | 35.97 |
| Instructor (Rated)                           |       |
| 15030 - Air Crew Training Devices            | 43.12 |
| Instructor (Pilot)                           |       |
| 15050 - Computer Based Training              | 29.74 |
| Specialist / Instructor                      |       |
| 15060 - Educational Technologist             | 31.29 |
| 15070 - Flight Instructor (Pilot)            | 43.12 |
| 15080 - Graphic Artist                       | 23.58 |
| 15085 - Maintenance Test Pilot Fixed         | 42.97 |
| Jet/Prop                                     |       |
| 15086 - Maintenance Test Pilot               | 42.97 |
| Rotary Wing                                  |       |

| 15088 - Non-Maintenance Test/Co-       | 42.97 |
|--|-------|
| Pilot                                  |       |
| 15090 - Technical Instructor           | 23.16 |
| 15095 - Technical Instructor/Course    | 28.33 |
| Developer                              |       |
| 15110 - Test Proctor                   | 18.69 |
| 15120 - Tutor                          | 18.69 |
| 16000 - Laundry Dry-Cleaning Pressing  |       |
| And Related Occupations                |       |
| 16010 - Assembler                      | 13.67 |
| 16030 - Counter Attendant              | 13.67 |
| 16040 - Dry Cleaner                    | 15.62 |
| 16070 - Finisher Flatwork Machine      | 13.67 |
| 16090 - Presser Hand                   | 13.67 |
| 16110 - Presser Machine Drycleaning    | 13.67 |
| 16130 - Presser Machine Shirts         | 13.67 |
| 16160 - Presser Machine Wearing        | 13.67 |
| Apparel Laundry                        |       |
| 16190 - Sewing Machine Operator        | 16.27 |
| 16220 - Tailor                         | 16.92 |
| 16250 - Washer Machine                 | 14.32 |
| 19000 - Machine Tool Operation And     |       |
| Repair Occupations                     |       |
| 19010 - Machine-Tool Operator (Tool    | 29.28 |
| Room)                                  |       |
| 19040 - Tool And Die Maker             | 33.25 |
| 21000 - Materials Handling And Packing |       |
| Occupations                            |       |
| 21020 - Forklift Operator              | 22.13 |
| 21030 - Material Coordinator           | 22.62 |
| 21040 - Material Expediter             | 22.62 |
| 21050 - Material Handling Laborer      | 17.74 |
| 21071 - Order Filler                   | 16.71 |
| 21080 - Production Line Worker (Food   | 22.13 |
| Processing)                            |       |
| 21110 - Shipping Packer                | 16.65 |
| 21130 - Shipping/Receiving Clerk       | 16.65 |
| 21140 - Store Worker I                 | 18.05 |
| 21150 - Stock Clerk                    | 22.73 |
| 21210 - Tools And Parts Attendant      | 22.13 |
| 21410 - Warehouse Specialist           | 22.13 |
| 23000 - Mechanics And Maintenance And  |       |
| Repair Occupations                     |       |
| 23010 - Aerospace Structural Welder    | 31.76 |
| 23019 - Aircraft Logs and Records      | 27.53 |
| Technician                             |       |
| 23021 - Aircraft Mechanic I            | 30.67 |
| 23022 - Aircraft Mechanic II           | 31.76 |
| 23023 - Aircraft Mechanic III          | 32.65 |
|  |       |

| 23040 - Aircraft Mechanic Helper     | 25.17 |
|--------------------------------------|-------|
| 23050 - Aircraft Painter             | 29.69 |
| 23060 - Aircraft Servicer            | 27.53 |
| 23070 - Aircraft Survival Flight     | 29.69 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 28.68 |
| 23091 - Aircrew Life Support         | 28.68 |
| Equipment (ALSE) Mechanic            |       |
| I                                    |       |
| 23092 - Aircrew Life Support         | 30.67 |
| Equipment (ALSE) Mechanic            |       |
| II                                   |       |
| 23110 - Appliance Mechanic           | 21.53 |
| 23120 - Bicycle Repairer             | 25.47 |
| 23125 - Cable Splicer                | 38.57 |
| 23130 - Carpenter Maintenance        | 23.55 |
| 23140 - Carpet Layer                 | 27.79 |
| 23160 - Electrician Maintenance      | 32.87 |
| 23181 - Electronics Technician       | 28.23 |
| Maintenance I                        | 20.20 |
| 23182 - Electronics Technician       | 29.27 |
| Maintenance II                       | 23.21 |
| 23183 - Electronics Technician       | 30.24 |
| Maintenance III                      | 50.24 |
| 23260 - Fabric Worker                | 26.63 |
| 23290 - Fire Alarm System Mechanic   | 25.23 |
| 23310 - Fire Extinguisher Repairer   | 25.47 |
| 23311 - Fuel Distribution System     | 34.31 |
| Mechanic                             | 01.01 |
| 23312 - Fuel Distribution System     | 29.46 |
| Operator                             | 23.10 |
| 23370 - General Maintenance Worker   | 20.01 |
| 23380 - Ground Support Equipment     | 30.67 |
| Mechanic                             | 00.07 |
| 23381 - Ground Support Equipment     | 27.53 |
| Servicer                             | 27.00 |
| 23382 - Ground Support Equipment     | 28.68 |
| Worker                               | 20.00 |
| 23391 - Gunsmith I                   | 25.47 |
| 23392 - Gunsmith II                  | 27.79 |
| 23393 - Gunsmith III                 | 29.77 |
| 23410 - Heating Ventilation And Air- | 24.86 |
| Conditioning                         |       |
| Mechanic                             |       |
| 23411 - Heating Ventilation And Air  | 25.74 |
| Contidioning                         |       |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 29.19 |
| 23440 - Heavy Equipment Operator     | 31.41 |
|                                      |       |

| 23460 -   | Instrument Mechanic          | 29.77 |
|-----------|------------------------------|-------|
|           | Laboratory/Shelter Mechanic  | 28.81 |
|           | Laborer                      | 14.89 |
|           | Locksmith                    | 22.70 |
|           | Machinery Maintenance        | 30.45 |
| Mechanic  |                              | 50.10 |
| 23550 -   | Machinist Maintenance        | 23.17 |
|           | Maintenance Trades Helper    | 18.51 |
|           | Metrology Technician I       | 29.77 |
|           | Metrology Technician II      | 30.82 |
|           | Metrology Technician III     | 31.70 |
|           | Millwright                   | 32.96 |
|           | Office Appliance Repairer    | 21.42 |
|           | Painter Maintenance          | 26.77 |
|           | Pipefitter Maintenance       | 33.66 |
|           | Plumber Maintenance          | 32.58 |
|           | Pneudraulic Systems Mechanic | 29.77 |
| 23850 -   | =                            | 29.77 |
|           | Scale Mechanic               | 27.79 |
|           | Sheet-Metal Worker           | 29.74 |
| Maintenan |                              | 23.71 |
|           | Small Engine Mechanic        | 21.31 |
|           | Telecommunications Mechanic  | 41.38 |
| I         |                              | 11.00 |
| —         | Telecommunications Mechanic  | 42.85 |
| II        |                              | 12.00 |
|           | Telephone Lineman            | 42.48 |
|           | Welder Combination           | 21.69 |
| Maintenan |                              | 21.05 |
|           | Well Driller                 | 29.00 |
|           | Woodcraft Worker             | 29.00 |
|           | Woodworker                   | 25.47 |
|           | ersonal Needs Occupations    | 20.17 |
|           | Case Manager                 | 17.25 |
|           | Child Care Attendant         | 12.52 |
|           | Child Care Center Clerk      | 15.60 |
|           | Chore Aide                   | 13.00 |
|           | Family Readiness And Support | 17.25 |
| Services  |                              | 1,.20 |
| Coordin   | ator                         |       |
|           | Homemaker                    | 17.25 |
|           | lant And System Operations   | 11.20 |
| Occupatio |                              |       |
| -         | Boiler Tender                | 27.79 |
|           | Sewage Plant Operator        | 26.18 |
|           | Stationary Engineer          | 27.79 |
|           | Ventilation Equipment Tender | 22.72 |
|           |                              |       |
| 25210 -   | Water Treatment Plant        | 26.18 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 22.75 |
| 27007 - Baggage Inspector              |      |    | 14.52 |
| 27008 - Corrections Officer            |      |    | 32.74 |
| 27010 - Court Security Officer         |      |    | 32.55 |
| 27030 - Detection Dog Handler          |      |    | 16.72 |
| 27040 - Detention Officer              |      |    | 32.74 |
| 27070 - Firefighter                    |      |    | 32.37 |
| 27101 - Guard I                        |      |    | 14.52 |
| 27102 - Guard II                       |      |    | 16.72 |
| 27131 - Police Officer I               |      |    | 29.94 |
| 27132 - Police Officer II              |      |    | 33.28 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 15.35 |
| 28042 - Carnival Equipment Repairer    |      |    | 16.06 |
| 28043 - Carnival Worker                |      |    | 12.43 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 16.67 |
| 28310 - Lifeguard                      |      |    | 12.21 |
| 28350 - Park Attendant (Aide)          |      |    | 18.64 |
| 28510 - Recreation Aide/Health         |      |    | 13.60 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 23.09 |
| 28630 - Sports Official                |      |    | 14.84 |
| 28690 - Swimming Pool Operator         |      |    | 17.53 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 32.51 |
| 29020 - Hatch Tender                   |      |    | 32.51 |
| 29030 - Line Handler                   |      |    | 32.51 |
| 29041 - Stevedore I                    |      |    | 31.22 |
| 29042 - Stevedore II                   |      |    | 33.66 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 41.76 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 28.80 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 31.71 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 18.65 |
| 30022 - Archeological Technician II    |      |    | 20.86 |
| 30023 - Archeological Technician III   |      |    | 25.84 |
| 30030 - Cartographic Technician        |      |    | 25.84 |
| 30040 - Civil Engineering Technician   |      |    | 27.20 |
| 30051 - Cryogenic Technician I         |      |    | 27.96 |
| 30052 - Cryogenic Technician II        |      |    | 30.89 |
| 30061 - Drafter/CAD Operator I         |      |    | 18.65 |
| 30062 - Drafter/CAD Operator II        |      |    | 20.86 |
| 30063 - Drafter/CAD Operator III       |      |    | 23.26 |
| 30064 - Drafter/CAD Operator IV        |      |    | 28.63 |
| <u> </u>                               |      |    |       |

|  | 10 15 |
|--|-------|
| 30081 - Engineering Technician I                 | 19.15 |
| 30082 - Engineering Technician II                | 21.49 |
| 30083 - Engineering Technician III               | 24.04 |
| 30084 - Engineering Technician IV                | 29.79 |
| 30085 - Engineering Technician V                 | 36.44 |
| 30086 - Engineering Technician VI                | 37.46 |
| 30090 - Environmental Technician                 | 24.60 |
| 30095 - Evidence Control Specialist              | 25.25 |
| 30210 - Laboratory Technician                    | 24.44 |
| 30221 - Latent Fingerprint                       | 27.96 |
| Technician I                                     |       |
| 30222 - Latent Fingerprint                       | 30.89 |
| Technician II                                    |       |
| 30240 - Mathematical Technician                  | 28.42 |
| 30361 - Paralegal/Legal Assistant I              | 20.20 |
| 30362 - Paralegal/Legal Assistant II             | 25.02 |
| 30363 - Paralegal/Legal Assistant                | 30.60 |
| III  |       |
| 30364 - Paralegal/Legal Assistant IV             | 37.02 |
| 30375 - Petroleum Supply Specialist              | 30.89 |
| 30390 - Photo-Optics Technician                  | 25.84 |
| 30395 - Radiation Control Technician             | 30.89 |
| 30461 - Technical Writer I                       | 25.72 |
| 30462 - Technical Writer II                      | 30.31 |
| 30463 - Technical Writer III                     | 36.68 |
| 30491 - Unexploded Ordnance (UXO)                | 26.54 |
| Technician I                                     |       |
| 30492 - Unexploded Ordnance (UXO)                | 32.11 |
| Technician II                                    |       |
| 30493 - Unexploded Ordnance (UXO)                | 38.49 |
| Technician III                                   |       |
| 30494 - Unexploded (UXO) Safety                  | 26.54 |
| Escort   |       |
| 30495 - Unexploded (UXO) Sweep                   | 26.54 |
| Personnel  |       |
| 30501 - Weather Forecaster I                     | 27.96 |
| 30502 - Weather Forecaster II                    | 34.02 |
| <b>30620 - Weather Observer Combined</b> (see 2) | 23.26 |
| Upper Air Or                                     |       |
| Surface Programs                                 |       |
| <b>30621 - Weather Observer Senior</b> (see 2)   | 25.84 |
| 31000 - Transportation/Mobile                    |       |
| Equipment Operation Occupations                  |       |
| 31010 - Airplane Pilot                           | 32.11 |
| 31020 - Bus Aide                                 | 15.70 |
| 31030 - Bus Driver                               | 19.66 |
| 31043 - Driver Courier                           | 16.62 |
| 31260 - Parking and Lot Attendant                | 12.67 |
| 31290 - Shuttle Bus Driver                       | 17.83 |
| SILVY SMULLL DUS DIIVEL                          | ±/•00 |

| 31310 - Taxi Driver                 | 15.17 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 17.39 |
| 31362 - Truckdriver Medium          | 20.24 |
| 31363 - Truckdriver Heavy           | 22.95 |
| 31364 - Truckdriver Tractor-Trailer | 22.95 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.66 |
| 99030 - Cashier                     | 12.32 |
| 99050 - Desk Clerk                  | 12.39 |
| 99095 - Embalmer                    | 32.12 |
| 99130 - Flight Follower             | 26.54 |
| 99251 - Laboratory Animal Caretaker | 14.33 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 15.00 |
| II                                  |       |
| 99260 - Marketing Analyst           | 31.25 |
| 99310 - Mortician                   | 32.12 |
| 99410 - Pest Controller             | 18.54 |
| 99510 - Photofinishing Worker       | 14.95 |
| 99710 - Recycling Laborer           | 23.99 |
| 99711 - Recycling Specialist        | 27.47 |
| 99730 - Refuse Collector            | 22.25 |
| 99810 - Sales Clerk                 | 12.69 |
| 99820 - School Crossing Guard       | 14.40 |
| 99830 - Survey Party Chief          | 27.40 |
| 99831 - Surveying Aide              | 14.14 |
| 99832 - Surveying Technician        | 22.26 |
| 99840 - Vending Machine Attendant   | 15.09 |
| 99841 - Vending Machine Repairer    | 17.25 |
| 99842 - Vending Machine Repairer    | 15.09 |
| 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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4149

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4149 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 York

Area: New York County of Chemung

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 16.01 |
| 01012 - Accounting Clerk II        |          | 17.97 |
| 01013 - Accounting Clerk III       |          | 20.11 |
| 01020 - Administrative Assistant   |          | 30.80 |
| 01035 - Court Reporter             |          | 18.96 |
| 01041 - Customer Service           |          | 14.23 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 16.02 |
| Representative II                  |          |       |

| 01043 - Customer Service   | 17.47       |
|--|-------------|
| Representative III   |             |
| 01051 - Data Entry Operator I  | 13.03       |
| 01052 - Data Entry Operator II   | 14.21 18.01 |
| 01060 - Dispatcher Motor Vehicle   | 18.01       |
| 01070 - Document Preparation Clerk<br>01090 - Duplicating Machine Operator | 14.21       |
| 01111 - General Clerk I  | 13.15       |
| 01112 - General Clerk II   | 14.34       |
| 01113 - General Clerk III  | 16.09       |
| 01120 - Housing Referral Assistant   | 19.90       |
| 01141 - Messenger Courier  | 13.04       |
| 01191 - Order Clerk I  | 13.12       |
| 01192 - Order Clerk II   | 14.32       |
| 01261 - Personnel Assistant  | 16.59       |
| (Employment) I   |             |
| 01262 - Personnel Assistant  | 18.57       |
| (Employment) II  |             |
| 01263 - Personnel Assistant  | 20.70       |
| (Employment) III   |             |
| 01270 - Production Control Clerk   | 23.49       |
| 01290 - Rental Clerk   | 14.67       |
| 01300 - Scheduler Maintenance  | 15.95       |
| 01311 - Secretary I  | 15.95       |
| 01312 - Secretary II   | 17.85       |
| 01313 - Secretary III  | 19.90       |
| 01320 - Service Order Dispatcher   | 15.95       |
| 01410 - Supply Technician  | 30.80       |
| 01420 - Survey Worker  | 17.40       |
| 01460 - Switchboard  | 15.86       |
| Operator/Receptionist<br>01531 - Travel Clerk I                            | 11.90       |
|  | 12.81       |
| 01532 - Travel Clerk II<br>01533 - Travel Clerk III                        | 13.74       |
| 01611 - Word Processor I   | 14.97       |
| 01612 - Word Processor II  | 16.81       |
| 01613 - Word Processor III   | 18.80       |
| 05000 - Automotive Service Occupations                                     | 10.00       |
| 05005 - Automobile Body Repairer   | 23.28       |
| Fiberglass   |             |
| 05010 - Automotive Electriciar   | 18.24       |
| 05040 - Automotive Glass Installer   | 17.63       |
| 05070 - Automotive Worker  | 17.63       |
| 05110 - Mobile Equipment Servicer  | 16.32       |
| 05130 - Motor Equipment Metal  | 18.96       |
| Mechanic   |             |
| 05160 - Motor Equipment Metal Worker                                       | 17.63       |
| 05190 - Motor Vehicle Mechanic   | 17.25       |

| 05220 - Motor Vehicle Mechanic       | 15.63  |
|--------------------------------------|--------|
| Helper                               |        |
| 05250 - Motor Vehicle Upholstery     | 16.95  |
| Worker                               | 1 - 60 |
| 05280 - Motor Vehicle Wrecker        | 17.63  |
| 05310 - Painter Automotive           | 18.24  |
| 05340 - Radiator Repair Specialist   | 17.63  |
| 05370 - Tire Repairer                | 14.34  |
| 05400 - Transmission Repair          | 18.96  |
| Specialist                           |        |
| 07000 - Food Preparation And Service |        |
| Occupations                          |        |
| 07010 - Baker                        | 16.19  |
| 07041 - Cook I                       | 15.40  |
| 07042 - Cook II                      | 17.37  |
| 07070 - Dishwasher                   | 12.29  |
| 07130 - Food Service Worker          | 13.06  |
| 07210 - Meat Cutter                  | 18.12  |
| 07260 - Waiter/Waitress              | 13.30  |
| 09000 - Furniture Maintenance And    |        |
| Repair Occupations                   |        |
| 09010 - Electrostatic Spray Painter  | 23.74  |
| 09040 - Furniture Handler            | 16.41  |
| 09080 - Furniture Refinisher         | 23.74  |
| 09090 - Furniture Refinisher Helper  | 18.84  |
| 09110 - Furniture Repairer Minor     | 21.30  |
| 09130 - Upholsterer                  | 23.97  |
| 11000 - General Services And Support |        |
| Occupations                          |        |
| 11030 - Cleaner Vehicles             | 12.99  |
| 11060 - Elevator Operator            | 12.99  |
| 11090 - Gardener                     | 17.34  |
| 11122 - Housekeeping Aide            | 12.99  |
| 11150 - Janitor                      | 12.99  |
| 11210 - Laborer Grounds Maintenance  | 14.04  |
| 11240 - Maid or Houseman             | 12.37  |
| 11260 - Pruner                       | 17.78  |
| 11270 - Tractor Operator             | 15.98  |
| 11330 - Trail Maintenance Worker     | 14.04  |
| 11360 - Window Cleaner               | 14.05  |
| 12000 - Health Occupations           |        |
| 12010 - Ambulance Driver             | 18.30  |
| 12011 - Breath Alcohol Technician    | 18.30  |
| 12012 - Certified Occupational       | 24.68  |
| Therapist Assistant                  | 0.5    |
| 12015 - Certified Physical Therapist | 25.61  |
| Assistant                            |        |
| 12020 - Dental Assistant             | 20.36  |
| 12025 - Dental Hygienist             | 33.69  |

| 12030 - EKG Technician               | 27.26 |
|--------------------------------------|-------|
| 12035 - Electroneurodiagnostic       | 27.26 |
| Technologist                         |       |
| 12040 - Emergency Medical Technician | 18.30 |
| 12071 - Licensed Practical Nurse I   | 16.09 |
| 12072 - Licensed Practical Nurse II  | 17.99 |
| 12073 - Licensed Practical Nurse III | 20.05 |
| 12100 - Medical Assistant            | 16.24 |
| 12130 - Medical Laboratory           | 24.93 |
| Technician                           |       |
| 12160 - Medical Record Clerk         | 16.09 |
| 12190 - Medical Record Technician    | 19.76 |
| 12195 - Medical Transcriptionist     | 16.09 |
| 12210 - Nuclear Medicine             | 39.54 |
| Technologist                         | 00.01 |
| 12221 - Nursing Assistant I          | 11.60 |
| 12222 - Nursing Assistant II         | 13.06 |
| 12223 - Nursing Assistant III        | 14.24 |
| 12224 - Nursing Assistant IV         | 15.98 |
| 12235 - Optical Dispenser            | 20.61 |
| 12236 - Optical Technician           | 16.09 |
| 12250 - Pharmacy Technician          | 13.99 |
| 12280 - Phlebotomist                 | 16.09 |
|                                      | 29.51 |
| 12305 - Radiologic Technologist      |       |
| 12311 - Registered Nurse I           | 23.08 |
| 12312 - Registered Nurse II          | 28.24 |
| 12313 - Registered Nurse II          | 28.24 |
| Specialist                           | 24 10 |
| 12314 - Registered Nurse III         | 34.16 |
| 12315 - Registered Nurse III         | 34.16 |
| Anesthetist                          | 40 05 |
| 12316 - Registered Nurse IV          | 40.95 |
| 12317 - Scheduler (Drug and Alcohol  | 22.28 |
| Testing)                             |       |
| 12320 - Substance Abuse Treatment    | 24.33 |
| Counselor                            |       |
| 13000 - Information And Arts         |       |
| Occupations                          |       |
| 13011 - Exhibits Specialist I        | 18.42 |
| 13012 - Exhibits Specialist II       | 22.83 |
| 13013 - Exhibits Specialist III      | 27.93 |
| 13041 - Illustrator I                | 18.42 |
| 13042 - Illustrator II               | 22.83 |
| 13043 - Illustrator III              | 27.93 |
| 13047 - Librarian                    | 25.28 |
| 13050 - Library Aide/Clerk           | 11.88 |
| 13054 - Library Information          | 22.83 |
| Technology Systems                   |       |
| Administrator                        |       |

|  | 10 00 |
|--|-------|
| 13058 - Library Technician                   | 12.68 |
| 13061 - Media Specialist I                   | 16.47 |
| 13062 - Media Specialist II                  | 18.42 |
| 13063 - Media Specialist III                 | 20.55 |
| 13071 - Photographer I                       | 15.46 |
| 13072 - Photographer II                      | 17.29 |
| 13073 - Photographer III                     | 21.43 |
| 13074 - Photographer IV                      | 26.21 |
| 13075 - Photographer V                       | 31.71 |
| 13090 - Technical Order Library              | 17.31 |
| Clerk  |       |
| 13110 - Video Teleconference                 | 17.17 |
| Technician                                   |       |
| 14000 - Information Technology               |       |
| Occupations                                  |       |
| 14041 - Computer Operator I                  | 15.25 |
| 14041 Computer Operator II                   | 17.05 |
|  |       |
| 14043 - Computer Operator III                | 19.00 |
| 14044 - Computer Operator IV                 | 23.63 |
| 14045 - Computer Operator V                  | 27.62 |
| 14071 - Computer Programmer I (see 1)        | 20.57 |
| 14072 - Computer Programmer II (see 1)       | 24.53 |
| 14073 - Computer Programmer III (see 1)      |       |
| 14074 - Computer Programmer IV (see 1)       |       |
| 14101 - Computer Systems Analyst I (see 1)   |       |
| 14102 - Computer Systems Analyst II (see 1)  |       |
| 14103 - Computer Systems Analyst III (see 1) |       |
| 14150 - Peripheral Equipment                 | 15.25 |
| Operator                                     |       |
| 14160 - Personal Computer Support            | 24.05 |
| Technician                                   |       |
| 14170 - System Support Specialist            | 27.62 |
| 15000 - Instructional Occupations            | 2,.02 |
| 15010 - Aircrew Training Devices             | 28.78 |
| Instructor (Non-Rated)                       | 20.70 |
|  | 34.82 |
| 15020 - Aircrew Training Devices             | 34.02 |
| Instructor (Rated)                           | 44 80 |
| 15030 - Air Crew Training Devices            | 41.73 |
| Instructor (Pilot)                           |       |
| 15050 - Computer Based Training              | 27.87 |
| Specialist / Instructor                      |       |
| 15060 - Educational Technologist             | 32.93 |
| 15070 - Flight Instructor (Pilot)            | 41.73 |
| 15080 - Graphic Artist                       | 24.90 |
| 15085 - Maintenance Test Pilot Fixed         | 41.33 |
| Jet/Prop                                     |       |
| 15086 - Maintenance Test Pilot               | 41.33 |
| Rotary Wing                                  |       |

| Pilot         23.54           15095 - Technical Instructor/Course         28.79           Developer         19.00           15110 - Test Proctor         19.00           15120 - Tutor         19.00           16000 - Laundry Dry-Cleaning Pressing         16010           And Related Occupations         13.67           16010 - Assembler         13.67           16030 - Counter Attendant         13.67           16070 - Finisher Flatwork Machine         13.67           16100 - Presser Machine Drycleaning         13.67           16100 - Presser Machine Brints         13.67           16100 - Presser Machine Operator         16.27           16100 - Sewing Machine Operator         16.27           16200 - Tailor         16.92           16190 - Sewing Machine Operator         16.27           16200 - Machine Tool Operator (Tool         24.17           Room)         19010 - Machine-Tool Operator (Tool         24.17           Room)         19040 - Tool And Die Maker         27.98           21020 - Forklift Operator         15.34           21020 - Forklift Operator         15.34           21020 - Forklift Operator         13.87           21030 - Material Expediter         23.49           21040 - Ma  | 15088 - Non-Maintenance Test/Co-       | 41.33 |
|---|--|-------|
| 15095 - Technical Instructor/Course         28.79           Developer         15110 - Test Proctor         19.00           15120 - Tutor         19.00           16000 - Laundry Dry-Cleaning Pressing         20.00           And Related Occupations         13.67           16010 - Assembler         13.67           16030 - Counter Attendant         13.67           16040 - Dry Cleaner         15.62           16070 - Finisher Flatwork Machine         13.67           16100 - Presser Hand         13.67           16100 - Presser Machine Drycleaning         13.67           16100 - Presser Machine Shirts         13.67           16100 - Presser Machine Operator         16.27           16200 - Tailor         16.92           16200 - Washer Machine         14.32           19000 - Machine-Tool Operator (Tool         24.17           Repair Occupations         21.020 - Forklift Operator         15.34           21000 - Materials Handling And Packing         23.49           21000 - Material Expediter         23.49           21000 - Material Expediter         13.87           21020 - Forklift Operator         15.34           21030 - Material Expediter         13.87           21040 - Material Expediter         23.49 <th>Pilot</th> <th></th>       | Pilot                                  |       |
| Developer         15110 - Test Proctor         19.00           15120 - Tutor         19.00           16000 - Laundry Dry-Cleaning Pressing         And Related Occupations           16010 - Assembler         13.67           16030 - Counter Attendant         13.67           16040 - Dry Cleaner         15.62           16070 - Finisher Flatwork Machine         13.67           16100 - Presser Machine Drycleaning         13.67           16110 - Presser Machine Shirts         13.67           16160 - Presser Machine Operator         16.27           16160 - Sewing Machine Operator         16.27           16190 - Sewing Machine Operator         16.27           16220 - Tailor         16.92           19000 - Machine Tool Operation And         Repair Occupations           19010 - Machine-Tool Operator (Tool         24.17           Room)         21020 - Forklift Operator         15.34           21000 - Materials Handling And Packing         23.49           21000 - Material Coordinator         23.49           21050 - Material Coordinator         23.49           21050 - Material Handling Laborer         13.87           21071 - Order Filler         13.87           21071 - Order Filler         13.87           21070 - Shipping Packer<         | 15090 - Technical Instructor           | 23.54 |
| 15110 - Test Proctor         19.00           15120 - Tutor         19.00           16000 - Laundry Dry-Cleaning Pressing         And Related Occupations           16010 - Assembler         13.67           16030 - Counter Attendant         13.67           16040 - Dry Cleaner         15.62           16070 - Finisher Flatwork Machine         13.67           16100 - Presser Hand         13.67           16100 - Presser Machine Drycleaning         13.67           16100 - Presser Machine Shirts         13.67           16100 - Presser Machine Operator         16.27           16160 - Presser Machine Operator         16.92           16250 - Washer Machine Operator         16.92           16250 - Washer Machine         14.32           19000 - Machine Tool Operator (Tool         24.17           Room)         19010 - Machine-Tool Operator (Tool         24.17           19040 - Tool And Die Maker         27.98           21000 - Materials Handling And Packing         0ccupations           21020 - Forklift Operator         15.34           21030 - Material Expediter         23.49           21050 - Material Handling Laborer         13.87           21080 - Production Line Worker (Food         15.34           21011 - Osl And Parts Attendant     | 15095 - Technical Instructor/Course    | 28.79 |
| 15120 - Tutor         19.00           16000 - Laundry Dry-Cleaning Pressing           And Related Occupations           16010 - Assembler         13.67           16030 - Counter Attendant         13.67           16040 - Dry Cleaner         15.62           16070 - Finisher Flatwork Machine         13.67           16100 - Presser Machine Drycleaning         13.67           16100 - Presser Machine Mearing         13.67           16100 - Presser Machine Wearing         13.67           16100 - Presser Machine Operator         16.27           16200 - Sewing Machine Operator         16.27           16250 - Washer Machine         14.32           19000 - Machine Tool Operator (Tool         24.17           Room)         7           19010 - Machine-Tool Operator (Tool         24.17           Room)         7           19040 - Tool And Die Maker         27.98           21000 - Material Handling And Packing         23.49           21020 - Forklift Operator         23.49           21050 - Material Expediter         23.49           21050 - Material Expediter         13.87           21071 - Order Filler         13.87           21070 - Stock Clerk         18.28           21110 - Shipping Packer   | Developer                              |       |
| 16000 - Laundry Dry-Cleaning Pressing         And Related Occupations         16010 - Assembler       13.67         16030 - Counter Attendant       13.67         16040 - Dry Cleaner       15.62         16070 - Finisher Flatwork Machine       13.67         16100 - Presser Hand       13.67         16100 - Presser Machine Drycleaning       13.67         16100 - Presser Machine Shirts       13.67         16100 - Presser Machine Operator       16.27         16200 - Tailor       16.92         16250 - Washer Machine       14.32         19000 - Machine Tool Operator (Tool       24.17         Repair Occupations       21.020 - Forklift Operator       15.34         21000 - Materials Handling And Packing       02.49         21000 - Material Coordinator       23.49         21030 - Material Expediter       13.87         21040 - Material Expediter       13.87         21080 - Production Line Worker (Food       15.34         Processing)       21100 - Shipping Packer       18.28         21100 - Shipping Packer       18.28         21040 - Material Expediter       13.87         21080 - Production Line Worker (Food       15.34         Processing)       21110 - Shipping Packer       18.28   | 15110 - Test Proctor                   | 19.00 |
| And Related Occupations         16010 - Assembler       13.67         16030 - Counter Attendant       13.67         16030 - Dry Cleaner       15.62         16070 - Finisher Flatwork Machine       13.67         16100 - Presser Hand       13.67         16110 - Presser Machine Drycleaning       13.67         16130 - Presser Machine Shirts       13.67         16160 - Presser Machine Wearing       13.67         16160 - Presser Machine Operator       16.27         16220 - Tailor       16.92         16250 - Washer Machine       14.32         19000 - Machine Tool Operator (Tool       24.17         Reom       19010 - Machine-Tool Operator (Tool       24.17         Room)       19040 - Tool And Die Maker       27.98         21000 - Materials Handling And Packing       23.49         21020 - Forklift Operator       15.34         21030 - Material Expediter       23.49         21040 - Material Expediter       13.87         21050 - Material Handling Laborer       13.87         21080 - Production Line Worker (Food       15.34         2110 - Shipping Packer       18.28         21130 - Shipping/Receiving Clerk       18.15         21210 - Tools And Parts Attendant       15.34  | 15120 - Tutor                          | 19.00 |
| 16010 - Assembler       13.67         16030 - Counter Attendant       13.67         16040 - Dry Cleaner       15.62         16070 - Finisher Flatwork Machine       13.67         16090 - Presser Hand       13.67         16110 - Presser Machine Drycleaning       13.67         16130 - Presser Machine Shirts       13.67         16160 - Presser Machine Mearing       13.67         Apparel Laundry       16.27         16220 - Tailor       16.27         16220 - Tailor       16.92         16250 - Washer Machine Operator       16.27         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       24.17         Room)       19040 - Tool And Die Maker       27.98         21000 - Materials Handling And Packing       23.49         21020 - Forklift Operator       15.34         21030 - Material Expediter       23.49         21040 - Material Expediter       23.49         21050 - Material Expediter       13.87         21071 - Order Filler       13.87         21080 - Production Line Worker (Food       15.34         Processing)       21110 - Shipping Packer       18.28         21130 - Shipping/Receiving Clerk       18.28 <th>16000 - Laundry Dry-Cleaning Pressing</th> <th></th>                  | 16000 - Laundry Dry-Cleaning Pressing  |       |
| 16030 - Counter Attendant       13.67         16040 - Dry Cleaner       15.62         16070 - Finisher Flatwork Machine       13.67         16100 - Presser Hand       13.67         16110 - Presser Machine Drycleaning       13.67         16130 - Presser Machine Shirts       13.67         16160 - Presser Machine Mearing       13.67         Apparel Laundry       16.27         16220 - Tailor       16.92         16250 - Washer Machine       14.32         19000 - Machine Tool Operator (Tool       24.17         Room)       719040 - Tool And Die Maker       27.98         21000 - Materials Handling And Packing       23.49         21020 - Forklift Operator       15.34         21020 - Material Expediter       23.49         21040 - Material Expediter       23.49         21050 - Material Handling Laborer       13.87         21071 - Order Filler       13.87         21100 - Shipping Packer I       18.28         21110 - Shipping Packer I       14.33         21300 - Store Worker I       14.33         21400 - Material Expediter       18.24         21110 - Shipping Packer I       14.33         21140 - Store Worker I       18.15         21140 - Store Worker I   | And Related Occupations                |       |
| 16040 - Dry Cleaner       15.62         16070 - Finisher Flatwork Machine       13.67         16090 - Presser Hand       13.67         16110 - Presser Machine Drycleaning       13.67         16110 - Presser Machine Shirts       13.67         16160 - Presser Machine Wearing       13.67         16160 - Presser Machine Wearing       13.67         Apparel Laundry       16.27         16220 - Tailor       16.92         16250 - Washer Machine       14.32         19000 - Machine Tool Operator (Tool       24.17         Room)       19010 - Machine-Tool Operator (Tool       24.17         Room)       21020 - Forklift Operator       15.34         21030 - Materials Handling And Packing       00         Occupations       21040 - Material Expediter       23.49         21050 - Material Coordinator       23.49         21050 - Material Expediter       13.87         21080 - Production Line Worker (Food       15.34         Processing)       21110 - Shipping Packer       18.28         21130 - Shock Clerk       18.15         21210 - Tools And Parts Attendant       15.34         2150 - Machines And Maintenance And       33         2150 - Stock Clerk       18.15         21210 - To  | 16010 - Assembler                      | 13.67 |
| 16070 - Finisher Flatwork Machine         13.67           16090 - Presser Hand         13.67           16110 - Presser Machine Drycleaning         13.67           16130 - Presser Machine Shirts         13.67           16160 - Presser Machine Shirts         13.67           16160 - Presser Machine Operator         16.27           16190 - Sewing Machine Operator         16.27           16220 - Tailor         14.32           19000 - Machine Tool Operation And         Repair Occupations           19010 - Machine-Tool Operator (Tool         24.17           Room)         21020 - Forklift Operator         15.34           21000 - Materials Handling And Packing         0Ccupations           21020 - Forklift Operator         15.34           21030 - Material Expediter         23.49           21040 - Material Handling Laborer         13.87           21050 - Material Randling Laborer         13.87           21080 - Production Line Worker (Food         15.34           Processing)         1110 - Shipping Packer         18.28           21140 - Store Worker I         14.33           21150 - Stock Clerk         18.15           21210 - Tools And Parts Attendant         15.34           21300 - Mechanics And Maintenance And         23.94         | 16030 - Counter Attendant              | 13.67 |
| 16090 - Presser Hand       13.67         16110 - Presser Machine Drycleaning       13.67         16130 - Presser Machine Shirts       13.67         16160 - Presser Machine Wearing       13.67         Apparel Laundry       13.67         16190 - Sewing Machine Operator       16.27         16220 - Tailor       16.92         16250 - Washer Machine       14.32         19000 - Machine Tool Operator And       Repair Occupations         19010 - Machine-Tool Operator (Tool       24.17         Room)       21000 - Materials Handling And Packing       27.98         21000 - Materials Handling Laborer       15.34         21020 - Forklift Operator       15.34         21030 - Material Coordinator       23.49         21040 - Material Expediter       23.49         21050 - Material Handling Laborer       13.87         21080 - Production Line Worker (Food       15.34         Processing)       18.28         21110 - Shipping/Receiving Clerk       18.28         21130 - Shipping/Receiving Clerk       18.28         21140 - Store Worker I       14.33         21150 - Stock Clerk       18.15         21210 - Tools And Parts Attendant       15.34         21410 - Warehouse Specialist       15.34   | 16040 - Dry Cleaner                    | 15.62 |
| 16110 - Presser Machine Drycleaning         13.67           16130 - Presser Machine Shirts         13.67           16160 - Presser Machine Wearing         13.67           Apparel Laundry         16190 - Sewing Machine Operator         16.27           16220 - Tailor         16.92         1627           16250 - Washer Machine         14.32           19000 - Machine Tool Operation And         Repair Occupations           19010 - Machine-Tool Operator (Tool         24.17           Room)         21000 - Materials Handling And Packing         20.98           21000 - Materials Handling And Packing         00.02         3.49           21020 - Forklift Operator         15.34         21.93           21030 - Material Coordinator         23.49         21.040           21040 - Material Handling Laborer         13.87           21050 - Material Handling Laborer         13.87           21080 - Production Line Worker (Food         15.34           Processing)         18.28           21110 - Shipping Packer         18.28           21130 - Shipping/Receiving Clerk         18.28           21140 - Stoce Worker I         14.33           21050 - Materials And Parts Attendant         15.34           2100 - Tools And Parts Attendant         15.34    | 16070 - Finisher Flatwork Machine      | 13.67 |
| 16130 - Presser Machine Shirts       13.67         16160 - Presser Machine Wearing       13.67         Apparel Laundry       13.67         16190 - Sewing Machine Operator       16.27         16220 - Tailor       16.92         16250 - Washer Machine       14.32         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       24.17         Room)       21000 - Materials Handling And Packing       27.98         21000 - Materials Coordinator       23.49         21030 - Material Coordinator       23.49         21040 - Material Expediter       23.49         21050 - Material Handling Laborer       13.87         21071 - Order Filler       13.87         21100 - Shipping Packer       18.28         21130 - Shipping Packer I       18.28         21140 - Store Worker I       14.33         21150 - Stock Clerk       18.15         21210 - Tools And Parts Attendant       15.34         23000 - Mechanics And Maintenance And       Repair Occupations         23010 - Aerospace Structural Welder       29.43         23021 - Aircraft Mechanic I       28.05         23022 - Aircraft Mechanic II       29.43   | 16090 - Presser Hand                   | 13.67 |
| 16160 - Presser Machine Wearing         13.67           Apparel Laundry         16190 - Sewing Machine Operator         16.27           16220 - Tailor         16.92         16250 - Washer Machine         14.32           19000 - Machine Tool Operation And         Repair Occupations         14.32           19010 - Machine Tool Operator (Tool         24.17           Room)         21000 - Materials Handling And Packing         27.98           21000 - Materials Handling And Packing         23.49           21020 - Forklift Operator         15.34           21030 - Material Coordinator         23.49           21040 - Material Expediter         23.49           21050 - Material Handling Laborer         13.87           21071 - Order Filler         13.87           21100 - Shipping Packer         18.28           21110 - Shipping Packer I         14.33           21150 - Stock Clerk         18.15           21140 - Store Worker I         14.33           21150 - Stock Clerk         18.15           21210 - Tools And Parts Attendant         15.34           23000 - Mechanics And Maintenance And         29.43           23010 - Aerospace Structural Welder         29.43           23011 - Aircraft Mechanic I         28.05           23022 - Aircraf | 16110 - Presser Machine Drycleaning    | 13.67 |
| Apparel Laundry       16190 - Sewing Machine Operator       16.27         16220 - Tailor       16.92         16250 - Washer Machine       14.32         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       24.17         Room)       27.98         21000 - Materials Handling And Packing       27.98         21000 - Material Scordinator       23.49         21020 - Forklift Operator       15.34         21030 - Material Coordinator       23.49         21040 - Material Expediter       23.49         21050 - Material Handling Laborer       13.87         21071 - Order Filler       13.87         21100 - Shipping Packer       18.28         21110 - Shipping Packer       18.28         21130 - Shipping/Receiving Clerk       18.28         21140 - Store Worker I       14.33         21150 - Tools And Parts Attendant       15.34         23000 - Mechanics And Maintenance And       15.34         23010 - Aerospace Structural Welder       29.43         23010 - Aircraft Logs and Records       23.94         Technician       28.05         23021 - Aircraft Mechanic I       28.05   | 16130 - Presser Machine Shirts         | 13.67 |
| 16190 - Sewing Machine Operator       16.27         16220 - Tailor       16.92         16250 - Washer Machine       14.32         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       24.17         Reomain Occupations       24.17         19010 - Machine-Tool Operator (Tool       24.17         Room)       21000 - Materials Handling And Packing       27.98         21000 - Materials Handling And Packing       23.49         21030 - Material Coordinator       23.49         21050 - Material Expediter       23.49         21050 - Material Handling Laborer       13.87         21080 - Production Line Worker (Food       15.34         Processing)       21110 - Shipping Packer       18.28         21130 - Shipping/Receiving Clerk       18.28         21140 - Store Worker I       14.33         21210 - Tools And Parts Attendant       15.34         21410 - Warehouse Specialist       15.34         21410 - Warehouse Specialist       15.34         23000 - Mechanics And Maintenance And       Repair Occupations         23010 - Aerospace Structural Welder       29.43         23019 - Aircraft Logs and Records       23.94         Technician       28.05  | 16160 - Presser Machine Wearing        | 13.67 |
| 16220 - Tailor       16.92         16250 - Washer Machine       14.32         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       24.17         Room)       24000         19040 - Tool And Die Maker       27.98         21000 - Materials Handling And Packing       27.98         Occupations       21020 - Forklift Operator       15.34         21030 - Material Coordinator       23.49         21040 - Material Expediter       23.49         21050 - Material Handling Laborer       13.87         21050 - Material Handling Laborer       13.87         21080 - Production Line Worker (Food       15.34         Processing)       21110 - Shipping Packer       18.28         21130 - Shipping/Receiving Clerk       18.28         21140 - Store Worker I       14.33         21050 - Mechanics And Parts Attendant       15.34         21410 - Warehouse Specialist       15.34         21410 - Warehouse Specialist       15.34         21410 - Marehouse Specialist       23.49         213010 - Aerospace Structural Welder       29.43         23010 - Aerospace Structural Welder       29.43         23019 - Aircraft Mechanic I       28.05         23021 - A  | Apparel Laundry                        |       |
| 16220 - Tailor       16.92         16250 - Washer Machine       14.32         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       24.17         Room)       24000         19040 - Tool And Die Maker       27.98         21000 - Materials Handling And Packing       27.98         Occupations       21020 - Forklift Operator       15.34         21030 - Material Coordinator       23.49         21040 - Material Expediter       23.49         21050 - Material Handling Laborer       13.87         21050 - Material Handling Laborer       13.87         21080 - Production Line Worker (Food       15.34         Processing)       21110 - Shipping Packer       18.28         21130 - Shipping/Receiving Clerk       18.28         21140 - Store Worker I       14.33         21050 - Mechanics And Parts Attendant       15.34         21410 - Warehouse Specialist       15.34         21410 - Warehouse Specialist       15.34         21410 - Marehouse Specialist       23.49         213010 - Aerospace Structural Welder       29.43         23010 - Aerospace Structural Welder       29.43         23019 - Aircraft Mechanic I       28.05         23021 - A  | 16190 - Sewing Machine Operator        | 16.27 |
| 19000 - Machine Tool Operation And<br>Repair Occupations24.1719010 - Machine-Tool Operator (Tool24.17Room)2102019040 - Tool And Die Maker27.9821000 - Materials Handling And Packing<br>Occupations2102021020 - Forklift Operator15.3421030 - Material Coordinator23.4921040 - Material Expediter23.4921050 - Material Handling Laborer13.8721071 - Order Filler13.8721080 - Production Line Worker (Food15.34Processing)18.2821110 - Shipping Packer18.2821130 - Store Worker I14.3321150 - Stock Clerk18.1521210 - Tools And Parts Attendant15.3423000 - Mechanics And Maintenance And29.43Repair Occupations23.9923010 - Aerospace Structural Welder29.4323011 - Aircraft Mechanic I28.0523022 - Aircraft Mechanic II29.43   | 16220 - Tailor                         | 16.92 |
| Repair Occupations19010 - Machine-Tool Operator (Tool24.17Room)21040 - Tool And Die Maker27.9821000 - Materials Handling And Packing<br>Occupations2102021020 - Forklift Operator15.3421030 - Material Coordinator23.4921040 - Material Expediter23.4921050 - Material Handling Laborer13.8721071 - Order Filler13.8721080 - Production Line Worker (Food15.34Processing)21110 - Shipping Packer18.2821130 - Shipping/Receiving Clerk18.2821140 - Store Worker I14.3321150 - Stock Clerk15.3423000 - Mechanics And Maintenance And15.34Repair Occupations23019 - Aircraft Mechanic I28.0523022 - Aircraft Mechanic II29.43  | 16250 - Washer Machine                 | 14.32 |
| Repair Occupations19010 - Machine-Tool Operator (Tool24.17Room)21040 - Tool And Die Maker27.9821000 - Materials Handling And Packing<br>Occupations2102021020 - Forklift Operator15.3421030 - Material Coordinator23.4921040 - Material Expediter23.4921050 - Material Handling Laborer13.8721071 - Order Filler13.8721080 - Production Line Worker (Food15.34Processing)21110 - Shipping Packer18.2821130 - Shipping/Receiving Clerk18.2821140 - Store Worker I14.3321150 - Stock Clerk15.3423000 - Mechanics And Maintenance And15.34Repair Occupations23019 - Aircraft Mechanic I28.0523022 - Aircraft Mechanic II29.43  | 19000 - Machine Tool Operation And     |       |
| Room)19040 - Tool And Die Maker27.9821000 - Materials Handling And Packing<br>Occupations15.3421020 - Forklift Operator15.3421030 - Material Coordinator23.4921040 - Material Expediter23.4921050 - Material Handling Laborer13.8721071 - Order Filler13.8721080 - Production Line Worker (Food15.34Processing)18.2821110 - Shipping Packer18.2821130 - Shipping/Receiving Clerk18.1521210 - Tools And Parts Attendant15.3423000 - Mechanics And Maintenance AndRepair Occupations23010 - Aerospace Structural Welder29.4323019 - Aircraft Mechanic I28.0523022 - Aircraft Mechanic II29.43   | —                                      |       |
| 19040 - Tool And Die Maker27.9821000 - Materials Handling And Packing<br>Occupations15.3421020 - Forklift Operator15.3421030 - Material Coordinator23.4921040 - Material Expediter23.4921050 - Material Handling Laborer13.8721071 - Order Filler13.8721080 - Production Line Worker (Food15.34Processing)18.2821110 - Shipping Packer18.2821130 - Shipping/Receiving Clerk18.1521210 - Stock Clerk18.1521210 - Tools And Parts Attendant15.3423000 - Mechanics And Maintenance And29.4323010 - Aerospace Structural Welder29.4323019 - Aircraft Logs and Records23.9423021 - Aircraft Mechanic I28.0523022 - Aircraft Mechanic II29.43   | 19010 - Machine-Tool Operator (Tool    | 24.17 |
| 21000 - Materials Handling And Packing<br>Occupations<br>21020 - Forklift Operator 15.34<br>21030 - Material Coordinator 23.49<br>21040 - Material Expediter 23.49<br>21050 - Material Handling Laborer 13.87<br>21071 - Order Filler 13.87<br>21080 - Production Line Worker (Food 15.34<br>Processing)<br>21110 - Shipping Packer 18.28<br>21130 - Shipping/Receiving Clerk 18.28<br>21140 - Store Worker I 14.33<br>21150 - Stock Clerk 18.15<br>21210 - Tools And Parts Attendant 15.34<br>21410 - Warehouse Specialist 15.34<br>23000 - Mechanics And Maintenance And<br>Repair Occupations<br>23010 - Aerospace Structural Welder 29.43<br>23019 - Aircraft Logs and Records 23.94<br>Technician<br>23021 - Aircraft Mechanic I 28.05<br>23022 - Aircraft Mechanic II 29.43   | Room)                                  |       |
| Occupations         15.34           21020 - Forklift Operator         15.34           21030 - Material Coordinator         23.49           21040 - Material Expediter         23.49           21050 - Material Handling Laborer         13.87           21071 - Order Filler         13.87           21080 - Production Line Worker (Food         15.34           Processing)         18.28           21110 - Shipping Packer         18.28           21130 - Shipping/Receiving Clerk         18.28           21140 - Store Worker I         14.33           21150 - Stock Clerk         18.15           21210 - Tools And Parts Attendant         15.34           23000 - Mechanics And Maintenance And         Repair Occupations           23010 - Aerospace Structural Welder         29.43           23019 - Aircraft Logs and Records         23.94           Technician         23.94   | 19040 - Tool And Die Maker             | 27.98 |
| 21020 - Forklift Operator       15.34         21030 - Material Coordinator       23.49         21040 - Material Expediter       23.49         21050 - Material Handling Laborer       13.87         21071 - Order Filler       13.87         21080 - Production Line Worker (Food       15.34         Processing)       18.28         21110 - Shipping Packer       18.28         21140 - Store Worker I       14.33         21150 - Stock Clerk       18.15         21210 - Tools And Parts Attendant       15.34         23000 - Mechanics And Maintenance And       Repair Occupations         23010 - Aerospace Structural Welder       29.43         23019 - Aircraft Logs and Records       23.94         Technician       28.05         23021 - Aircraft Mechanic I       28.05         23022 - Aircraft Mechanic II       29.43   | 21000 - Materials Handling And Packing |       |
| 21030 - Material Coordinator       23.49         21040 - Material Expediter       23.49         21050 - Material Handling Laborer       13.87         21071 - Order Filler       13.87         21080 - Production Line Worker (Food       15.34         Processing)       1110 - Shipping Packer       18.28         21130 - Shipping/Receiving Clerk       18.28         21140 - Store Worker I       14.33         21210 - Tools And Parts Attendant       15.34         23000 - Mechanics And Maintenance And       15.34         23010 - Aerospace Structural Welder       29.43         23019 - Aircraft Mechanic I       23.94         Technician       23.94   | Occupations                            |       |
| 21040 - Material Expediter       23.49         21050 - Material Handling Laborer       13.87         21071 - Order Filler       13.87         21080 - Production Line Worker (Food       15.34         Processing)       18.28         21110 - Shipping Packer       18.28         21130 - Shipping/Receiving Clerk       18.28         21140 - Store Worker I       14.33         21210 - Tools And Parts Attendant       15.34         23000 - Mechanics And Maintenance And       15.34         23010 - Aerospace Structural Welder       29.43         23019 - Aircraft Logs and Records       23.94         Technician       23.021 - Aircraft Mechanic I       28.05         23022 - Aircraft Mechanic II       29.43   | 21020 - Forklift Operator              | 15.34 |
| 21050 - Material Handling Laborer       13.87         21071 - Order Filler       13.87         21080 - Production Line Worker (Food       15.34         Processing)       1110 - Shipping Packer       18.28         21130 - Shipping/Receiving Clerk       18.28         21140 - Store Worker I       14.33         21150 - Stock Clerk       18.15         21210 - Tools And Parts Attendant       15.34         23000 - Mechanics And Maintenance And       15.34         23010 - Aerospace Structural Welder       29.43         23019 - Aircraft Logs and Records       23.94         Technician       28.05         23022 - Aircraft Mechanic II       29.43  | 21030 - Material Coordinator           | 23.49 |
| 21071 - Order Filler       13.87         21080 - Production Line Worker (Food       15.34         Processing)       1110 - Shipping Packer       18.28         21130 - Shipping/Receiving Clerk       18.28         21140 - Store Worker I       14.33         21150 - Stock Clerk       18.15         21210 - Tools And Parts Attendant       15.34         23000 - Mechanics And Maintenance And       15.34         23010 - Aerospace Structural Welder       29.43         23019 - Aircraft Logs and Records       23.94         Technician       28.05         23022 - Aircraft Mechanic II       29.43  | 21040 - Material Expediter             | 23.49 |
| 21080 - Production Line Worker (Food15.34Processing)18.2821110 - Shipping Packer18.2821130 - Shipping/Receiving Clerk18.2821140 - Store Worker I14.3321150 - Stock Clerk18.1521210 - Tools And Parts Attendant15.3421410 - Warehouse Specialist15.3423000 - Mechanics And Maintenance AndRepair Occupations23010 - Aerospace Structural Welder29.4323019 - Aircraft Logs and Records23.94Technician28.0523022 - Aircraft Mechanic II29.43   | 21050 - Material Handling Laborer      | 13.87 |
| Processing)       18.28         21110 - Shipping/Receiving Clerk       18.28         21130 - Shipping/Receiving Clerk       18.28         21140 - Store Worker I       14.33         21150 - Stock Clerk       18.15         21210 - Tools And Parts Attendant       15.34         21410 - Warehouse Specialist       15.34         23000 - Mechanics And Maintenance And       15.34         Repair Occupations       23010 - Aerospace Structural Welder       29.43         23019 - Aircraft Logs and Records       23.94         Technician       28.05         23022 - Aircraft Mechanic II       29.43  | 21071 - Order Filler                   | 13.87 |
| 21110 - Shipping Packer       18.28         21130 - Shipping/Receiving Clerk       18.28         21140 - Store Worker I       14.33         21150 - Stock Clerk       18.15         21210 - Tools And Parts Attendant       15.34         21410 - Warehouse Specialist       15.34         23000 - Mechanics And Maintenance And       15.34         Repair Occupations       29.43         23010 - Aerospace Structural Welder       29.43         23019 - Aircraft Logs and Records       23.94         Technician       28.05         23022 - Aircraft Mechanic II       29.43   | 21080 - Production Line Worker (Food   | 15.34 |
| 21130 - Shipping/Receiving Clerk18.2821140 - Store Worker I14.3321150 - Stock Clerk18.1521210 - Tools And Parts Attendant15.3421410 - Warehouse Specialist15.3423000 - Mechanics And Maintenance AndRepair Occupations23010 - Aerospace Structural Welder29.4323019 - Aircraft Logs and Records23.94Technician28.0523022 - Aircraft Mechanic II29.43  | Processing)                            |       |
| 21140 - Store Worker I       14.33         21150 - Stock Clerk       18.15         21210 - Tools And Parts Attendant       15.34         21410 - Warehouse Specialist       15.34         23000 - Mechanics And Maintenance And       15.34         Repair Occupations       23010 - Aerospace Structural Welder       29.43         23019 - Aircraft Logs and Records       23.94         Technician       28.05         23022 - Aircraft Mechanic II       29.43  | 21110 - Shipping Packer                | 18.28 |
| 21150 - Stock Clerk18.1521210 - Tools And Parts Attendant15.3421410 - Warehouse Specialist15.3423000 - Mechanics And Maintenance And15.34Repair Occupations23010 - Aerospace Structural Welder29.4323019 - Aircraft Logs and Records23.94Technician28.0523021 - Aircraft Mechanic II29.43   | 21130 - Shipping/Receiving Clerk       | 18.28 |
| 21210 - Tools And Parts Attendant15.3421410 - Warehouse Specialist15.3423000 - Mechanics And Maintenance And<br>Repair Occupations200023010 - Aerospace Structural Welder29.4323019 - Aircraft Logs and Records23.94Technician23021 - Aircraft Mechanic I23022 - Aircraft Mechanic II29.43  | 21140 - Store Worker I                 | 14.33 |
| 21410 - Warehouse Specialist15.3423000 - Mechanics And Maintenance And<br>Repair Occupations15.3423010 - Aerospace Structural Welder29.4323019 - Aircraft Logs and Records23.94Technician23021 - Aircraft Mechanic I28.0523022 - Aircraft Mechanic II29.43  | 21150 - Stock Clerk                    | 18.15 |
| 23000 - Mechanics And Maintenance And<br>Repair Occupations<br>23010 - Aerospace Structural Welder 29.43<br>23019 - Aircraft Logs and Records 23.94<br>Technician<br>23021 - Aircraft Mechanic I 28.05<br>23022 - Aircraft Mechanic II 29.43  | 21210 - Tools And Parts Attendant      | 15.34 |
| Repair Occupations23010 - Aerospace Structural Welder29.4323019 - Aircraft Logs and Records23.94Technician23021 - Aircraft Mechanic I28.0523022 - Aircraft Mechanic II29.43   | 21410 - Warehouse Specialist           | 15.34 |
| 23010 - Aerospace Structural Welder       29.43         23019 - Aircraft Logs and Records       23.94         Technician       23021 - Aircraft Mechanic I       28.05         23022 - Aircraft Mechanic II       29.43   | 23000 - Mechanics And Maintenance And  |       |
| 23019 - Aircraft Logs and Records       23.94         Technician       23021 - Aircraft Mechanic I       28.05         23022 - Aircraft Mechanic II       29.43   |  |       |
| Technician         23021 - Aircraft Mechanic I         28.05           23022 - Aircraft Mechanic II         29.43   |  | 29.43 |
| 23021 - Aircraft Mechanic I       28.05         23022 - Aircraft Mechanic II       29.43  | 23019 - Aircraft Logs and Records      | 23.94 |
| <b>23022 - Aircraft Mechanic II</b> 29.43   |  |       |
|   |  |       |
| 23023 - Aircraft Mechanic III 30.81   |  |       |
|   | 23023 - Aircraft Mechanic III          | 30.81 |

| 23040 - Aircraft Mechanic Helper     | 21.02 |
|--------------------------------------|-------|
| 23050 - Aircraft Painter             | 26.69 |
| 23060 - Aircraft Servicer            | 23.94 |
| 23070 - Aircraft Survival Flight     | 26.69 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 25.31 |
| 23091 - Aircrew Life Support         | 25.31 |
| Equipment (ALSE) Mechanic            | 20.01 |
| I                                    |       |
| 23092 - Aircrew Life Support         | 28.05 |
|                                      | 20.05 |
| Equipment (ALSE) Mechanic            |       |
|                                      |       |
| 23110 - Appliance Mechanic           | 26.60 |
| 23120 - Bicycle Repairer             | 22.29 |
| 23125 - Cable Splicer                | 30.52 |
| 23130 - Carpenter Maintenance        | 25.51 |
| 23140 - Carpet Layer                 | 25.23 |
| 23160 - Electrician Maintenance      | 30.86 |
| 23181 - Electronics Technician       | 25.31 |
| Maintenance I                        |       |
| 23182 - Electronics Technician       | 26.69 |
| Maintenance II                       |       |
| 23183 - Electronics Technician       | 28.05 |
| Maintenance III                      |       |
| 23260 - Fabric Worker                | 23.85 |
| 23290 - Fire Alarm System Mechanic   | 27.95 |
| 23310 - Fire Extinguisher Repairer   | 22.44 |
| 23311 - Fuel Distribution System     | 30.93 |
| Mechanic                             | 50.55 |
| 23312 - Fuel Distribution System     | 25.56 |
| Operator                             | 23.30 |
| 23370 - General Maintenance Worker   | 20.46 |
|                                      |       |
| 23380 - Ground Support Equipment     | 28.05 |
| Mechanic                             |       |
| 23381 - Ground Support Equipment     | 23.94 |
| Servicer                             |       |
| 23382 - Ground Support Equipment     | 25.31 |
| Worker                               |       |
| 23391 - Gunsmith I                   | 22.44 |
| 23392 - Gunsmith II                  | 25.23 |
| 23393 - Gunsmith III                 | 27.95 |
| 23410 - Heating Ventilation And Air- | 24.55 |
| Conditioning                         |       |
| Mechanic                             |       |
| 23411 - Heating Ventilation And Air  | 25.75 |
| Contidioning                         |       |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 25.61 |
| 23440 - Heavy Equipment Operator     | 31.43 |
| 20440 Heavy Harbment Oberafor        | JI.4J |

| 23460 -   | Instrument Mechanic          | 27.95 |
|-----------|------------------------------|-------|
| 23465 -   | Laboratory/Shelter Mechanic  | 26.60 |
|           | Laborer                      | 13.87 |
| 23510 -   | Locksmith                    | 26.60 |
| 23530 -   | Machinery Maintenance        | 26.17 |
| Mechanic  | -                            |       |
| 23550 -   | Machinist Maintenance        | 22.66 |
| 23580 -   | Maintenance Trades Helper    | 20.88 |
| 23591 -   | Metrology Technician I       | 27.95 |
| 23592 -   | Metrology Technician II      | 29.32 |
|           | Metrology Technician III     | 30.70 |
|           | Millwright                   | 27.95 |
| 23710 -   | Office Appliance Repairer    | 26.59 |
| 23760 -   | Painter Maintenance          | 23.22 |
| 23790 -   | Pipefitter Maintenance       | 31.59 |
|           | Plumber Maintenance          | 26.59 |
| 23820 -   | Pneudraulic Systems Mechanic | 27.95 |
| 23850 -   | Rigger                       | 27.95 |
|           | Scale Mechanic               | 25.23 |
| 23890 -   | Sheet-Metal Worker           | 30.52 |
| Maintenan | ce                           |       |
| 23910 -   | Small Engine Mechanic        | 25.23 |
|           | Telecommunications Mechanic  | 34.56 |
| I         |                              |       |
| 23932 -   | Telecommunications Mechanic  | 35.76 |
| II        |                              |       |
| 23950 -   | Telephone Lineman            | 28.48 |
| 23960 -   | Welder Combination           | 20.00 |
| Maintenan | Ce                           |       |
| 23965 -   | Well Driller                 | 27.95 |
| 23970 -   | Woodcraft Worker             | 27.95 |
| 23980 -   | Woodworker                   | 22.44 |
| 24000 - P | ersonal Needs Occupations    |       |
| 24550 -   | Case Manager                 | 16.27 |
| 24570 -   | Child Care Attendant         | 12.11 |
| 24580 -   | Child Care Center Clerk      | 15.09 |
| 24610 -   | Chore Aide                   | 13.85 |
| 24620 -   | Family Readiness And Support | 16.27 |
| Services  |                              |       |
| Coordin   | ator                         |       |
| 24630 -   | Homemaker                    | 16.27 |
| 25000 - P | lant And System Operations   |       |
| Occupatio | ns                           |       |
| 25010 -   | Boiler Tender                | 28.71 |
| 25040 -   | Sewage Plant Operator        | 28.09 |
| 25070 -   | Stationary Engineer          | 28.71 |
| 25190 -   | Ventilation Equipment Tender | 21.60 |
| 25210 -   | Water Treatment Plant        | 28.09 |
| Operator  |                              |       |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 19.98 |
| 27007 - Baggage Inspector              |      |    | 17.86 |
| 27008 - Corrections Officer            |      |    | 32.11 |
| 27010 - Court Security Officer         |      |    | 23.91 |
| 27030 - Detection Dog Handler          |      |    | 19.98 |
| 27040 - Detention Officer              |      |    | 32.11 |
| 27070 - Firefighter                    |      |    | 31.20 |
| 27101 - Guard I                        |      |    | 17.86 |
| 27102 - Guard II                       |      |    | 19.98 |
| 27131 - Police Officer I               |      |    | 33.56 |
| 27132 - Police Officer II              |      |    | 37.30 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 13.52 |
| 28042 - Carnival Equipment Repairer    |      |    | 14.53 |
| 28043 - Carnival Worker                |      |    | 10.88 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 18.12 |
| 28310 - Lifeguard                      |      |    | 16.13 |
| 28350 - Park Attendant (Aide)          |      |    | 20.26 |
| 28510 - Recreation Aide/Health         |      |    | 14.78 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 25.10 |
| 28630 - Sports Official                |      |    | 16.13 |
| 28690 - Swimming Pool Operator         |      |    | 20.48 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 26.49 |
| 29020 - Hatch Tender                   |      |    | 26.49 |
| 29030 - Line Handler                   |      |    | 26.49 |
| 29041 - Stevedore I                    |      |    | 23.94 |
| 29042 - Stevedore II                   |      |    | 27.48 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.29 |
| Specialist Center (HFO)                |      |    |       |
| 30011 - Air Traffic Control            | (see | 2) | 27.78 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 30.59 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 17.12 |
| 30022 - Archeological Technician II    |      |    | 19.16 |
| 30023 - Archeological Technician III   |      |    | 23.73 |
| 30030 - Cartographic Technician        |      |    | 23.74 |
| 30040 - Civil Engineering Technician   |      |    | 23.73 |
| 30051 - Cryogenic Technician I         |      |    | 26.28 |
| 30052 - Cryogenic Technician II        |      |    | 29.03 |
| 30061 - Drafter/CAD Operator I         |      |    | 17.12 |
| 30062 - Drafter/CAD Operator II        |      |    | 19.16 |
| 30063 - Drafter/CAD Operator III       |      |    | 21.36 |
| 30064 - Drafter/CAD Operator IV        |      |    | 26.28 |
| <u> </u>                               |      |    |       |

| 30081 - Engineering Technician I                                |      |     | 15.26 |
|---|------|-----|-------|
| 30082 - Engineering Technician II                               |      |     | 17.12 |
| 30083 - Engineering Technician III                              |      |     | 19.16 |
| 30084 - Engineering Technician IV                               |      |     | 23.73 |
| 30085 - Engineering Technician V                                |      |     | 29.03 |
| 30086 - Engineering Technician VI                               |      |     | 35.13 |
| 30090 - Environmental Technician                                |      |     | 23.73 |
| 30095 - Evidence Control Specialist                             |      |     | 23.73 |
| 30210 - Laboratory Technician                                   |      |     | 21.36 |
| 30221 - Latent Fingerprint                                      |      |     | 26.28 |
| Technician I  |      |     |       |
| 30222 - Latent Fingerprint                                      |      |     | 29.03 |
| Technician II   |      |     |       |
| 30240 - Mathematical Technician                                 |      |     | 23.73 |
| 30361 - Paralegal/Legal Assistant I                             |      |     | 18.07 |
| 30362 - Paralegal/Legal Assistant II                            |      |     | 22.39 |
| 30363 - Paralegal/Legal Assistant                               |      |     | 27.39 |
| III   |      |     |       |
| 30364 - Paralegal/Legal Assistant IV                            |      |     | 33.14 |
| 30375 - Petroleum Supply Specialist                             |      |     | 29.03 |
| 30390 - Photo-Optics Technician                                 |      |     | 23.65 |
| 30395 - Radiation Control Technician                            |      |     | 29.03 |
| 30461 - Technical Writer I                                      |      |     | 23.73 |
| 30462 - Technical Writer II                                     |      |     | 29.03 |
| 30463 - Technical Writer III                                    |      |     | 35.13 |
| 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  |      |     | 05 60 |
| 30495 - Unexploded (UXO) Sweep                                  |      |     | 25.60 |
| Personnel   |      |     |       |
| 30501 - Weather Forecaster I                                    |      |     | 26.28 |
| 30502 - Weather Forecaster II                                   | 1    | 0.) | 31.98 |
| 30620 - Weather Observer Combined                               | (see | 2)  | 21.36 |
| Upper Air Or  |      |     |       |
| Surface Programs  | 1    | 0.) | 00 70 |
| 30621 - Weather Observer Senior                                 | (see | ∠)  | 23.73 |
| 31000 - Transportation/Mobile                                   |      |     |       |
| Equipment Operation Occupations                                 |      |     | 20 00 |
| 31010 - Airplane Pilot  |      |     | 30.98 |
| 31020 - Bus Aide  |      |     | 15.33 |
| 31030 - Bus Driver  |      |     | 20.26 |
| 31043 - Driver Courier  |      |     | 16.46 |
| 31260 - Parking and Lot Attendant<br>31290 - Shuttle Bus Driver |      |     | 13.66 |
| JIZJU - SHULLIE DUS DEIVEE                                      |      |     | 16.08 |

| 31310 - Taxi Driver                 | 16.10 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 17.69 |
| 31362 - Truckdriver Medium          | 19.47 |
| 31363 - Truckdriver Heavy           | 21.50 |
| 31364 - Truckdriver Tractor-Trailer | 21.50 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.10 |
| 99030 - Cashier                     | 12.29 |
| 99050 - Desk Clerk                  | 12.24 |
| 99095 - Embalmer                    | 27.29 |
| 99130 - Flight Follower             | 25.60 |
| 99251 - Laboratory Animal Caretaker | 18.89 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 20.33 |
| II                                  |       |
| 99260 - Marketing Analyst           | 29.49 |
| 99310 - Mortician                   | 27.29 |
| 99410 - Pest Controller             | 22.31 |
| 99510 - Photofinishing Worker       | 13.45 |
| 99710 - Recycling Laborer           | 16.88 |
| 99711 - Recycling Specialist        | 19.39 |
| 99730 - Refuse Collector            | 15.61 |
| 99810 - Sales Clerk                 | 12.62 |
| 99820 - School Crossing Guard       | 15.61 |
| 99830 - Survey Party Chief          | 20.03 |
| 99831 - Surveying Aide              | 12.59 |
| 99832 - Surveying Technician        | 17.23 |
| 99840 - Vending Machine Attendant   | 19.39 |
| 99841 - Vending Machine Repairer    | 23.68 |
| 99842 - Vending Machine Repairer    | 19.39 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4151

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER HU.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4151 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 York

Area: New York Counties of Warren Washington

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 14.77 |
| 01012 - Accounting Clerk II        |          | 16.59 |
| 01013 - Accounting Clerk III       |          | 18.55 |
| 01020 - Administrative Assistant   |          | 25.30 |
| 01035 - Court Reporter             |          | 24.28 |
| 01041 - Customer Service           |          | 13.31 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 14.53 |
| Representative II                  |          |       |

| Representative III       14.41         01051 - Data Entry Operator I       14.41         01052 - Data Entry Operator II       15.73         01060 - Dispatcher Motor Vehicle       18.40         01070 - Document Preparation Clerk       14.65         01111 - General Clerk I       13.68         01112 - General Clerk II       14.93         01113 - General Clerk III       16.77         01120 - Housing Referral Assistant       20.51         01141 - Messenger Courier       11.35         01192 - Order Clerk II       14.45         01261 - Personnel Assistant       16.46         (Employment) II       01262 - Personnel Assistant       20.51         01262 - Personnel Assistant       20.51         01263 - Personnel Assistant       20.51         01263 - Personnel Assistant       20.51         01270 - Production Control Clerk       21.51         01290 - Rental Clerk       15.02         01311 - Secretary II       26.46         01312 - Secretary III       25.30         01420 - Survice Order Dispatcher       16.46         01313 - Secretary III       25.30         01420 - Survice Order Dispatcher       16.46         01531 - Travel Clerk II       11.90         01532 -  | 01043 - Customer Service       |             | 16.32 |
|--|--------------------------------|-------------|-------|
| 01052 - Data Entry Operator II         15.73           01060 - Dispatcher Motor Vehicle         18.40           01070 - Document Preparation Clerk         14.65           01111 - General Clerk I         13.68           01112 - General Clerk II         14.93           01113 - General Clerk III         16.77           01120 - Housing Referral Assistant         20.51           01141 - Messenger Courier         11.95           01192 - Order Clerk II         14.65           01261 - Personnel Assistant         16.46           (Employment) I         01262 - Personnel Assistant         18.40           (Employment) II         01263 - Personnel Assistant         20.51           01263 - Personnel Assistant         20.51           01264 - Personnel Assistant         20.51           (Employment) II         01263 - Personnel Assistant         20.51           01270 - Production Control Clerk         21.51           01290 - Rental Clerk         15.02           01311 - Secretary I         16.46           01312 - Secretary II         20.51           01320 - Survice Order Dispatcher         16.46           01410 - Supply Technician         25.30           01420 - Survey Worker         18.40           01531 - Travel Clerk II </th <th>-</th> <th></th> <th></th> | -                              |             |       |
| 01060 - Dispatcher Motor Vehicle         18.40           01070 - Document Preparation Clerk         14.65           01090 - Duplicating Machine Operator         14.65           01111 - General Clerk I         13.68           01112 - General Clerk II         14.65           01113 - General Clerk II         14.65           01113 - General Clerk II         16.77           01120 - Housing Referral Assistant         20.51           01141 - Messenger Courier         11.95           01192 - Order Clerk I         13.42           01192 - Order Clerk II         14.65           01262 - Personnel Assistant         18.40           (Employment) I         01263 - Personnel Assistant         20.51           (Employment) III         01263 - Personnel Assistant         20.51           01200 - Rental Clerk         15.02         01300 - Scheduler Maintenance         16.46           01311 - Secretary I         16.46         16.46         15.02           01320 - Service Order Dispatcher         16.46         15.76           Oreartor/Receptionist         11.90         15.33           01420 - Survey Worker         14.34         15.37           01531 - Travel Clerk II         12.81           01532 - Travel Clerk II         12.81                                      |                                |             | -     |
| 01070 - Document Preparation Clerk         14.65           01090 - Duplicating Machine Operator         14.65           01111 - General Clerk I         13.68           01112 - General Clerk III         14.93           01113 - General Clerk III         16.77           01120 - Housing Referral Assistant         20.51           01141 - Messenger Courier         11.95           01191 - Order Clerk I         13.42           01192 - Order Clerk II         13.42           01261 - Personnel Assistant         18.40           (Employment) I         01262 - Personnel Assistant         20.51           01270 - Production Control Clerk         21.51           01270 - Production Control Clerk         21.51           01290 - Rental Clerk         15.02           01311 - Secretary I         16.46           01312 - Secretary II         18.40           01313 - Secretary II         18.40           01313 - Secretary II         11.90           01531 - Travel Clerk I         11.90           01532 - Travel Clerk I         11.90           01533 - Travel Clerk II         13.74           01531 - Travel Clerk II         18.01           05000 - Automotive Service Occupations         0.229           Fiberglass   |                                |             |       |
| 01090 - Duplicating Machine Operator         14.65           01111 - General Clerk I         13.68           01112 - General Clerk II         16.77           01120 - Housing Referral Assistant         20.51           01141 - Messenger Courier         11.95           01191 - Order Clerk I         13.42           01192 - Order Clerk I         13.42           01261 - Personnel Assistant         16.46           (Employment) I         01263 - Personnel Assistant         20.51           01270 - Production Control Clerk         21.51           01290 - Rental Clerk Maintenance         16.46           01312 - Secretary I         18.40           01312 - Secretary III         18.40           01313 - Secretary III         20.51           01320 - Service Order Dispatcher         16.46           01312 - Secretary III         18.40           01410 - Supply Technician         25.30           01420 - Survey Worker         18.40           01400 - Switchboard         15.76           Operator/Receptionist         11.90           01531 - Travel Clerk I         11.90           01532 - Travel Clerk II         18.01           05000 - Automotive Service Occupations         05000           05000 - Automotive Service  |                                |             |       |
| 01111 - General Clerk I       13.68         01112 - General Clerk II       14.93         01113 - General Clerk III       16.77         01120 - Housing Referral Assistant       20.51         01141 - Messenger Courier       11.95         01191 - Order Clerk I       13.42         01192 - Order Clerk I       14.65         01261 - Personnel Assistant       16.46         (Employment) I       01262 - Personnel Assistant       20.51         01262 - Personnel Assistant       20.51         (Employment) II       01263 - Personnel Assistant       20.51         (Employment) III       01270 - Production Control Clerk       21.51         01300 - Scheduler Maintenance       16.46         01311 - Secretary I       16.46         01312 - Secretary III       18.40         01320 - Service Order Dispatcher       16.46         01312 - Secretary III       18.40         01400 - Survey Worker       18.40         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01531 - Travel Clerk II       11.90         01532 - Travel Clerk III       18.01         05131 - Travel Clerk III       18.01         05005 - Automotive Service Occupations       05000 </th <td></td> <td></td> <td></td>  |                                |             |       |
| 01112 - General Clerk II       14.93         01113 - General Clerk III       16.77         01120 - Housing Referral Assistant       20.51         01141 - Messenger Courier       11.95         01191 - Order Clerk I       13.42         01192 - Order Clerk II       14.65         01261 - Personnel Assistant       18.40         (Employment) I       01263 - Personnel Assistant       20.51         01270 - Production Control Clerk       21.51         01290 - Rental Clerk       15.02         01290 - Rental Clerk       15.02         01310 - Scheduler Maintenance       16.46         01311 - Secretary I       16.46         01312 - Secretary III       20.51         0120 - Service Order Dispatcher       16.46         01313 - Secretary III       25.30         01420 - Survey Worker       18.40         01531 - Travel Clerk I       11.90         01532 - Travel Clerk III       13.74         01533 - Travel Clerk III       18.01         05030 - Automotive Service Occupations       14.34         01612 - Word Processor III       14.34         01613 - Word Processor III       18.01         05005 - Automotive Service Occupations       20.29         Fiberglass <t< th=""><td></td><td></td><td></td></t<>  |                                |             |       |
| 01113 - General Clerk III         16.77           01120 - Housing Referral Assistant         20.51           01141 - Messenger Courier         11.95           01191 - Order Clerk I         13.42           01192 - Order Clerk II         14.65           01261 - Personnel Assistant         16.46           (Employment) I         18.40           01262 - Personnel Assistant         20.51           (Employment) II         20.51           01270 - Production Control Clerk         21.51           01200 - Rental Clerk         15.02           01300 - Scheduler Maintenance         16.46           01311 - Secretary I         18.40           01420 - Survice Order Dispatcher         16.46           01313 - Secretary III         20.51           01320 - Service Order Dispatcher         16.46           01410 - Supply Technician         25.30           01420 - Survey Worker         18.40           01531 - Travel Clerk II         11.90           01532 - Travel Clerk II         12.81           01533 - Travel Clerk III         13.74           01611 - Word Processor II         14.34           01612 - Word Processor III         16.09           01613 - Word Processor III         16.09  |                                |             |       |
| 01120 - Housing Referral Assistant       20.51         01141 - Messenger Courier       11.95         01191 - Order Clerk I       13.42         01192 - Order Clerk II       14.65         01261 - Personnel Assistant       16.46         (Employment) I       01262 - Personnel Assistant       18.40         (Employment) II       01263 - Personnel Assistant       20.51         (Employment) III       01270 - Production Control Clerk       21.51         01290 - Rental Clerk       15.02       01300 - Scheduler Maintenance       16.46         01311 - Secretary I       16.46       16.46       1312 - Secretary III       18.40         01313 - Secretary III       20.51       18.40       1313 - Secretary III       20.51         01420 - Survey Worker       18.40       14.65       14.40         01410 - Supply Technician       25.30       1420 - Survey Worker       18.40         01420 - Survey Worker       18.40       15.76       15.76         Operator/Receptionist       11.90       1532 - Travel Clerk I       11.90         01532 - Travel Clerk III       12.81       15.37         01513 - Word Processor III       18.01       16.69         05005 - Automotive Service Occupations       16.09  |                                |             |       |
| 01141 - Messenger Courier       11.95         01191 - Order Clerk I       13.42         01192 - Order Clerk II       14.65         01261 - Personnel Assistant       16.46         (Employment) I       1         01263 - Personnel Assistant       20.51         (Employment) II       20.51         01270 - Production Control Clerk       21.51         01290 - Rental Clerk       15.02         01300 - Scheduler Maintenance       16.46         01312 - Secretary I       18.40         01313 - Secretary III       20.51         01320 - Service Order Dispatcher       16.46         01312 - Secretary III       20.51         01400 - Suitchboard       15.76         Operator/Receptionist       11.90         01531 - Travel Clerk I       11.90         01532 - Travel Clerk III       13.74         01613 - Word Processor II       14.34         01613 - Word Processor III       18.00         05005 - Automobile Body Repairer       20.29         Fiberglass       50500 - Automotive Glass Installer       16.87         05010 - Automotive Glass Installer       16.87         05010 - Automotive Worker       16.87         05100 - Automotive Worker       16.87  |                                |             |       |
| 01191 - Order Clerk I       13.42         01192 - Order Clerk II       14.65         01261 - Personnel Assistant       16.46         (Employment) I       01262 - Personnel Assistant       20.51         (Employment) II       01263 - Personnel Assistant       20.51         (Employment) III       01270 - Production Control Clerk       21.51         01290 - Rental Clerk       15.02         01300 - Scheduler Maintenance       16.46         01311 - Secretary I       16.46         01313 - Secretary III       20.51         01420 - Survice Order Dispatcher       16.46         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01531 - Travel Clerk I       11.90         01532 - Travel Clerk II       12.81         01533 - Travel Clerk II       12.81         01533 - Travel Clerk II       18.01         05000 - Automotive Service Occupations       00         05000 - Automotive Service Occupations       00.20         05000 - Automotive Glass Installer       16.87         05010 - Automotive Glass Installer       16.87         05010 - Automotive Worker       16.87         05100 - Motor Equipment Metal Worker       16.87   | -                              |             |       |
| 01192 - Order Clerk II       14.65         01261 - Personnel Assistant       16.46         (Employment) I       1         01262 - Personnel Assistant       20.51         (Employment) II       20.51         (Employment) III       21.51         01270 - Production Control Clerk       21.51         01290 - Rental Clerk       15.02         01300 - Scheduler Maintenance       16.46         01311 - Secretary I       18.40         01313 - Secretary III       20.51         01420 - Survice Order Dispatcher       16.46         01410 - Suply Technician       25.30         01420 - Survey Worker       18.40         01531 - Travel Clerk I       11.90         01532 - Travel Clerk III       12.81         01533 - Travel Clerk III       13.74         01611 - Word Processor I       14.34         01612 - Word Processor III       18.01         05005 - Automotive Service Occupations       20.29         Fiberglass       05010 - Automotive Glass Installer       16.87         05100 - Automotive Worker       16.87         05100 - Automotive Worker       16.87         05100 - Automotive Worker       16.87         05100 - Motor Equipment Metal Worker       15.76  | -                              |             |       |
| 01261 - Personnel Assistant       16.46         (Employment) I       18.40         (Employment) II       20.51         01263 - Personnel Assistant       20.51         (Employment) III       21.51         01270 - Production Control Clerk       21.51         01290 - Rental Clerk       15.02         01300 - Scheduler Maintenance       16.46         01311 - Secretary I       18.40         01313 - Secretary III       20.51         01420 - Service Order Dispatcher       16.46         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01531 - Travel Clerk I       11.90         01532 - Travel Clerk II       11.90         01533 - Travel Clerk III       18.74         01611 - Word Processor II       14.34         01612 - Word Processor III       18.01         05005 - Automotive Service Occupations       20.29         05005 - Automotive Glass Installer       16.87         05010 - Automotive Glass Installer       16.87         05100 - Automotive Worker       16.8   |                                |             |       |
| (Employment) I       18.40         (Employment) II       01263 - Personnel Assistant       20.51         (Employment) III       01270 - Production Control Clerk       21.51         01270 - Production Control Clerk       15.02         01300 - Scheduler Maintenance       16.46         01311 - Secretary I       16.46         01312 - Secretary III       20.51         01260 - Service Order Dispatcher       26.30         01420 - Survey Worker       18.40         01420 - Survey Worker       18.40         01531 - Travel Clerk I       11.90         01532 - Travel Clerk II       12.81         01533 - Travel Clerk III       13.74         01611 - Word Processor II       14.34         01612 - Word Processor III       18.01         05005 - Automotive Service Occupations       20.29         Fiberglass       20.29         05010 - Automotive Glass Installer       16.87         05010 - Automotive Worker       16.87         05010 - Automotive Worker       16.87         05130 - Motor Equipment Metal Worker       16.87  |                                |             |       |
| 01262 - Personnel Assistant       18.40         (Employment) II       20.51         (Employment) III       20.51         01270 - Production Control Clerk       21.51         01290 - Rental Clerk       15.02         01300 - Scheduler Maintenance       16.46         01311 - Secretary I       16.46         01312 - Secretary III       20.51         01320 - Service Order Dispatcher       16.46         01313 - Secretary III       20.51         01320 - Survice Order Dispatcher       18.40         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01531 - Travel Clerk I       11.90         01532 - Travel Clerk II       12.81         01533 - Travel Clerk II       13.74         01611 - Word Processor II       14.34         01612 - Word Processor III       18.01         05005 - Automotive Service Occupations       02.29         Fiberglass       05010 - Automotive Glass Installer       16.87         05010 - Automotive Glass Installer       16.87         05100 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal Worker       16.87 <td></td> <td></td> <td>16.46</td>   |                                |             | 16.46 |
| (Employment) II       01263 - Personnel Assistant       20.51         (Employment) III       01270 - Production Control Clerk       21.51         01290 - Rental Clerk       15.02         01300 - Scheduler Maintenance       16.46         01311 - Secretary I       16.46         01312 - Secretary III       20.51         01320 - Service Order Dispatcher       16.46         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01531 - Travel Clerk II       11.90         01532 - Travel Clerk II       12.81         01533 - Travel Clerk III       13.74         01611 - Word Processor I       14.34         01612 - Word Processor III       16.09         05000 - Automotive Service Occupations       20.29         Fiberglass       20.29         05010 - Automotive Glass Installer       16.87         05100 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal Worker       16.87   |                                |             | 10 10 |
| 01263 - Personnel Assistant       20.51         (Employment) III       111         01270 - Production Control Clerk       21.51         01290 - Rental Clerk       15.02         01300 - Scheduler Maintenance       16.46         01311 - Secretary I       16.46         01312 - Secretary III       20.51         01320 - Service Order Dispatcher       16.46         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01531 - Travel Clerk II       11.90         01532 - Travel Clerk II       12.81         01533 - Travel Clerk III       13.74         01611 - Word Processor I       14.34         01612 - Word Processor III       16.09         01613 - Word Processor III       20.29         Fiberglass       20.29         05000 - Automotive Service Occupations       20.29         05010 - Automotive Glass Installer       16.87         05100 - Automotive Glass Installer       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal Worker       16.87   |                                |             | 18.40 |
| (Employment) III       01270 - Production Control Clerk       21.51         01290 - Rental Clerk       15.02         01300 - Scheduler Maintenance       16.46         01311 - Secretary I       16.46         01312 - Secretary III       20.51         01320 - Service Order Dispatcher       16.46         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01460 - Switchboard       15.76         Operator/Receptionist       11.90         01531 - Travel Clerk I       11.90         01532 - Travel Clerk III       13.74         01611 - Word Processor I       14.34         01612 - Word Processor III       18.01         05000 - Automotive Service Occupations       20.29         Fiberglass       20.29         05010 - Automotive Glass Installer       16.87         05010 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal Worker       16.87  |                                |             | 00 F1 |
| 01270 - Production Control Clerk       21.51         01290 - Rental Clerk       15.02         01300 - Scheduler Maintenance       16.46         01311 - Secretary I       16.46         01312 - Secretary II       18.40         01313 - Secretary III       20.51         01320 - Service Order Dispatcher       16.46         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01460 - Switchboard       15.76         Operator/Receptionist       11.90         01531 - Travel Clerk I       11.90         01532 - Travel Clerk III       12.81         01533 - Travel Clerk III       13.74         01611 - Word Processor II       14.34         01612 - Word Processor III       18.01         05000 - Automotive Service Occupations       05005         05010 - Automotive Glass Installer       16.87         05100 - Automotive Glass Installer       16.87         05100 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal Worker       16.87  |                                |             | 20.51 |
| 01290 - Rental Clerk       15.02         01300 - Scheduler Maintenance       16.46         01311 - Secretary I       16.46         01312 - Secretary II       20.51         01320 - Service Order Dispatcher       16.46         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01460 - Switchboard       15.76         Operator/Receptionist       11.90         01531 - Travel Clerk I       11.90         01532 - Travel Clerk II       12.81         01533 - Travel Clerk III       13.74         01611 - Word Processor I       14.34         01612 - Word Processor III       18.01         05000 - Automotive Service Occupations       19.01         05010 - Automotive Service Occupations       0500         05010 - Automotive Glass Installer       16.87         05010 - Automotive Glass Installer       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal Worker       15.87   |                                |             | 01 E1 |
| 01300 - Scheduler Maintenance       16.46         01311 - Secretary I       16.46         01312 - Secretary II       20.51         01320 - Service Order Dispatcher       16.46         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01460 - Switchboard       15.76         Operator/Receptionist       11.90         01532 - Travel Clerk I       11.90         01533 - Travel Clerk III       12.81         01611 - Word Processor I       14.34         01612 - Word Processor II       16.09         01613 - Word Processor III       16.09         05000 - Automobile Eody Repairer       20.29         Fiberglass       20.29         Fiberglass       16.87         05010 - Automotive Glass Installer       16.87         05010 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal Worker       16.87   |                                |             |       |
| 01311 - Secretary I       16.46         01312 - Secretary II       20.51         01313 - Secretary III       20.51         01320 - Service Order Dispatcher       16.46         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01460 - Switchboard       15.76         Operator/Receptionist       11.90         01531 - Travel Clerk I       12.81         01532 - Travel Clerk III       13.74         01611 - Word Processor I       14.34         01612 - Word Processor II       16.09         01613 - Word Processor III       18.00         05005 - Automobile Body Repairer       20.29         Fiberglass       20.29         05010 - Automotive Glass Installer       16.87         05070 - Automotive Worker       16.87         05070 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal Worker       16.87  |                                |             |       |
| 01312 - Secretary II       18.40         01313 - Secretary III       20.51         01320 - Service Order Dispatcher       16.46         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01460 - Switchboard       15.76         Operator/Receptionist       11.90         01531 - Travel Clerk I       11.90         01532 - Travel Clerk II       13.74         01611 - Word Processor I       14.34         01612 - Word Processor II       16.09         01613 - Word Processor III       18.01         05000 - Automotive Service Occupations       20.29         Fiberglass       17.60         05010 - Automotive Glass Installer       16.87         05070 - Automotive Worker       16.87         05100 - Motor Equipment Metal Worker       16.87   |                                |             |       |
| 01313 - Secretary III       20.51         01320 - Service Order Dispatcher       16.46         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01460 - Switchboard       15.76         Operator/Receptionist       11.90         01531 - Travel Clerk I       11.90         01532 - Travel Clerk III       13.74         01611 - Word Processor I       14.34         01612 - Word Processor II       16.09         01613 - Word Processor III       18.01         05000 - Automotive Service Occupations       20.29         Fiberglass       5010 - Automotive Glass Installer       16.87         05070 - Automotive Glass Installer       16.87         05100 - Motor Equipment Metal       19.75         Mechanic       19.75   | _                              |             |       |
| 01320 - Service Order Dispatcher       16.46         01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01460 - Switchboard       15.76         Operator/Receptionist       11.90         01531 - Travel Clerk I       11.90         01532 - Travel Clerk III       13.74         01611 - Word Processor I       14.34         01612 - Word Processor II       16.09         01613 - Word Processor III       18.01         05000 - Automotive Service Occupations       20.29         Fiberglass       20.29         Fiberglass       17.60         05010 - Automotive Glass Installer       16.87         05070 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal       19.75         Mechanic       19.75  | =                              |             |       |
| 01410 - Supply Technician       25.30         01420 - Survey Worker       18.40         01460 - Switchboard       15.76         Operator/Receptionist       11.90         01531 - Travel Clerk I       12.81         01533 - Travel Clerk III       13.74         01611 - Word Processor I       14.34         01612 - Word Processor III       18.01         05000 - Automotive Service Occupations       20.29         Fiberglass       20.29         Fiberglass       17.60         05010 - Automotive Glass Installer       16.87         05070 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal Worker       16.87   |                                |             |       |
| 01420 - Survey Worker       18.40         01460 - Switchboard       15.76         Operator/Receptionist       11.90         01531 - Travel Clerk I       11.90         01532 - Travel Clerk III       12.81         01533 - Travel Clerk III       13.74         01611 - Word Processor I       14.34         01612 - Word Processor II       16.09         01613 - Word Processor III       18.01         05000 - Automotive Service Occupations       20.29         Fiberglass       20.29         Fiberglass       16.87         05010 - Automotive Glass Installer       16.87         05070 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal Worker       16.87  | -                              |             |       |
| 01460 - Switchboard       15.76         Operator/Receptionist       11.90         01531 - Travel Clerk I       12.81         01532 - Travel Clerk III       13.74         01613 - Word Processor I       14.34         01612 - Word Processor II       16.09         01613 - Word Processor III       18.01         05000 - Automotive Service Occupations       20.29         Fiberglass       20.29         Fiberglass       16.87         05070 - Automotive Glass Installer       16.87         05070 - Automotive Worker       15.41         05130 - Motor Equipment Metal Worker       16.87   |                                |             |       |
| Operator/Receptionist<br>01531 - Travel Clerk I 11.90<br>01532 - Travel Clerk II 12.81<br>01533 - Travel Clerk III 13.74<br>01611 - Word Processor I 14.34<br>01612 - Word Processor II 16.09<br>01613 - Word Processor III 18.01<br>05000 - Automotive Service Occupations<br>05005 - Automobile Body Repairer 20.29<br>Fiberglass<br>05010 - Automotive Glass Installer 16.87<br>05070 - Automotive Glass Installer 16.87<br>05070 - Automotive Worker 16.87<br>05110 - Mobile Equipment Servicer 15.41<br>05130 - Motor Equipment Metal Worker 16.87  |                                |             |       |
| 01531 - Travel Clerk I       11.90         01532 - Travel Clerk II       12.81         01533 - Travel Clerk III       13.74         01611 - Word Processor I       14.34         01612 - Word Processor II       16.09         01613 - Word Processor III       18.01         05000 - Automotive Service Occupations       20.29         Fiberglass       20.29         Fiberglass       16.87         05070 - Automotive Glass Installer       16.87         05100 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal Worker       19.75         Mechanic       16.87  |                                |             | 13.70 |
| 01532 - Travel Clerk II       12.81         01533 - Travel Clerk III       13.74         01611 - Word Processor I       14.34         01612 - Word Processor II       16.09         01613 - Word Processor III       18.01         05000 - Automotive Service Occupations       20.29         Fiberglass       20.29         Fiberglass       16.87         05070 - Automotive Glass Installer       16.87         05100 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal       19.75         Mechanic       16.87  |                                |             | 11 00 |
| 01533 - Travel Clerk III       13.74         01611 - Word Processor I       14.34         01612 - Word Processor II       16.09         01613 - Word Processor III       18.01         05000 - Automotive Service Occupations       20.29         Fiberglass       20.29         50010 - Automotive Glass Installer       16.87         05070 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal       19.75         Mechanic       16.87   |                                |             |       |
| 01611 - Word Processor I       14.34         01612 - Word Processor II       16.09         01613 - Word Processor III       18.01         05000 - Automotive Service Occupations       20.29         Fiberglass       20.29         05010 - Automotive Glass Installer       16.87         05070 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal       19.75         Mechanic       16.87  |                                |             |       |
| 01612 - Word Processor II       16.09         01613 - Word Processor III       18.01         05000 - Automotive Service Occupations       20.29         05005 - Automotive Body Repairer       20.29         Fiberglass       17.60         05010 - Automotive Glass Installer       16.87         05070 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal       19.75         Mechanic       16.87  |                                |             |       |
| 01613 - Word Processor III       18.01         05000 - Automotive Service Occupations       20.29         05005 - Automobile Body Repairer       20.29         Fiberglass       17.60         05010 - Automotive Glass Installer       16.87         05070 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal       19.75         Mechanic       16.87  |                                |             |       |
| 05000 - Automotive Service Occupations20.2905005 - Automobile Body Repairer20.29Fiberglass17.6005010 - Automotive Glass Installer16.8705070 - Automotive Worker16.8705110 - Mobile Equipment Servicer15.4105130 - Motor Equipment Metal19.75Mechanic16.8705160 - Motor Equipment Metal Worker16.87   |                                |             |       |
| 05005 - Automobile Body Repairer       20.29         Fiberglass       17.60         05010 - Automotive Glass Installer       16.87         05070 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal       19.75         Mechanic       16.87  |                                |             | 10.01 |
| Fiberglass       Electrician       17.60         05010 - Automotive Glass Installer       16.87         05040 - Automotive Worker       16.87         05070 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal       19.75         Mechanic       16.87   |                                |             | 20 20 |
| 05010 - AutomotiveElectrician17.6005040 - Automotive Glass Installer16.8705070 - Automotive Worker16.8705110 - Mobile Equipment Servicer15.4105130 - Motor Equipment Metal19.75Mechanic16.87   |                                |             | 20.29 |
| 05040 - Automotive Glass Installer       16.87         05070 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal       19.75         Mechanic       16.87         05160 - Motor Equipment Metal Worker       16.87   | 2                              | Electrician | 17 60 |
| 05070 - Automotive Worker       16.87         05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal       19.75         Mechanic       16.87   |                                | LICCULICIAN |       |
| 05110 - Mobile Equipment Servicer       15.41         05130 - Motor Equipment Metal       19.75         Mechanic       16.87   |                                |             |       |
| 05130 - Motor Equipment Metal 19.75<br>Mechanic 16.87  |                                |             |       |
| Mechanic<br>05160 - Motor Equipment Metal Worker 16.87   |                                |             |       |
| 05160 - Motor Equipment Metal Worker 16.87   |                                |             | 10.10 |
|  |                                |             | 16,87 |
|  | 05190 - Motor Vehicle Mechanic |             | 19.75 |

| 05220 - Motor Vehicle Mechanic                                  | 14.49          |
|---|----------------|
| Helper  | 1 ( 1 /        |
| 05250 - Motor Vehicle Upholstery                                | 16.14          |
| Worker<br>05280 - Motor Vehicle Wrecker                         | 16.87          |
|   |                |
| 05310 - Painter Automotive                                      | 18.03          |
| 05340 - Radiator Repair Specialist                              | 16.87          |
| 05370 - Tire Repairer   | 16.07          |
| 05400 - Transmission Repair                                     | 19.75          |
| Specialist  |                |
| 07000 - Food Preparation And Service                            |                |
| Occupations   | 10 01          |
| 07010 - Baker   | 18.91          |
| 07041 - Cook I  | 14.97          |
| 07042 - Cook II   | 17.13          |
| 07070 - Dishwasher  | 12.56          |
| 07130 - Food Service Worker                                     | 14.42          |
| 07210 - Meat Cutter   | 16.71          |
| 07260 - Waiter/Waitress   | 14.69          |
| 09000 - Furniture Maintenance And                               |                |
| Repair Occupations  | 0 4 0 0        |
| 09010 - Electrostatic Spray Painter                             | 24.90          |
| 09040 - Furniture Handler                                       | 15.68          |
| 09080 - Furniture Refinisher                                    | 24.90          |
| 09090 - Furniture Refinisher Helper                             | 18.96          |
| 09110 - Furniture Repairer Minor                                | 22.18          |
| 09130 - Upholsterer   | 24.90          |
| 11000 - General Services And Support                            |                |
| Occupations   | 12 00          |
| 11030 - Cleaner Vehicles  | 13.06<br>14.43 |
| 11060 - Elevator Operator                                       | 20.63          |
| 11090 - Gardener  |                |
| 11122 - Housekeeping Aide                                       | 14.43          |
| 11150 - Janitor   | 14.43<br>15.72 |
| 11210 - Laborer Grounds Maintenance<br>11240 - Maid or Houseman |                |
|   | 12.97          |
| 11260 - Pruner  | 14.08          |
| 11270 - Tractor Operator<br>11330 - Trail Maintenance Worker    | 19.01          |
| 11350 - Trail Maintenance Worker<br>11360 - Window Cleaner      | 15.72          |
|   | 16.11          |
| 12000 - Health Occupations<br>12010 - Ambulance Driver          | 10 01          |
| 12010 - Ambulance Driver<br>12011 - Breath Alcohol Technician   | 18.24<br>20.52 |
|   |                |
| 12012 - Certified Occupational                                  | 28.14          |
| Therapist Assistant   | 27 10          |
| 12015 - Certified Physical Therapist                            | 27.16          |
| Assistant   | 10 00          |
| 12020 - Dental Assistant  | 18.90          |
| 12025 - Dental Hygienist  | 37.97          |

| 12030 - EKG Technician                                      | 31.09         |
|---|---------------|
| 12035 - Electroneurodiagnostic                              | 31.09         |
| Technologist  |               |
| 12040 - Emergency Medical Technician                        | 18.24         |
| 12071 - Licensed Practical Nurse I                          | 18.34         |
| 12072 - Licensed Practical Nurse II                         | 20.52         |
| 12073 - Licensed Practical Nurse III                        | 22.87         |
| 12100 - Medical Assistant                                   | 17.59         |
| 12130 - Medical Laboratory                                  | 18.37         |
| Technician  |               |
| 12160 - Medical Record Clerk                                | 17.36         |
| 12190 - Medical Record Technician                           | 19.60         |
| 12195 - Medical Transcriptionist                            | 18.37         |
| 12210 - Nuclear Medicine                                    | 45.08         |
| Technologist  | 4 <b>0.00</b> |
| 12221 - Nursing Assistant I                                 | 12.22         |
| 12222 - Nursing Assistant I<br>12222 - Nursing Assistant II | 12.22         |
| -   |               |
| 12223 - Nursing Assistant III                               | 14.99         |
| 12224 - Nursing Assistant IV                                | 16.83         |
| 12235 - Optical Dispenser                                   | 24.22         |
| 12236 - Optical Technician                                  | 18.37         |
| 12250 - Pharmacy Technician                                 | 14.42         |
| 12280 - Phlebotomist  | 18.34         |
| 12305 - Radiologic Technologist                             | 28.53         |
| 12311 - Registered Nurse I                                  | 22.63         |
| 12312 - Registered Nurse II                                 | 27.69         |
| 12313 - Registered Nurse II                                 | 27.69         |
| Specialist  |               |
| 12314 - Registered Nurse III                                | 33.50         |
| 12315 - Registered Nurse III                                | 33.50         |
| Anesthetist   |               |
| 12316 - Registered Nurse IV                                 | 40.15         |
| 12317 - Scheduler (Drug and Alcohol                         | 25.17         |
| Testing)  |               |
| 12320 - Substance Abuse Treatment                           | 24.82         |
| Counselor   |               |
| 13000 - Information And Arts                                |               |
| Occupations   |               |
| 13011 - Exhibits Specialist I                               | 20.39         |
| 13012 - Exhibits Specialist II                              | 25.27         |
| 13013 - Exhibits Specialist III                             | 30.91         |
| 13041 - Illustrator I                                       | 21.59         |
| 13042 - Illustrator II                                      | 26.76         |
| 13042 - Illustrator III                                     | 33.49         |
| 13047 - Librarian   |               |
|   | 29.12         |
| 13050 - Library Aide/Clerk                                  | 12.75         |
| 13054 - Library Information                                 | 23.85         |
| Technology Systems  |               |
| Administrator   |               |

| 13058 - Library Technician                   | 16.80  |
|--|--------|
| 13061 - Media Specialist I                   | 17.67  |
| 13062 - Media Specialist II                  | 19.76  |
| 13063 - Media Specialist III                 | 22.03  |
| 13071 - Photographer I                       | 16.02  |
| 13072 - Photographer II                      | 20.38  |
| 13073 - Photographer III                     | 25.24  |
| 13074 - Photographer IV                      | 31.60  |
| 13075 - Photographer V                       | 36.65  |
| 13090 - Technical Order Library              | 15.84  |
| Clerk  |        |
| 13110 - Video Teleconference                 | 20.61  |
| Technician                                   |        |
| 14000 - Information Technology               |        |
| Occupations                                  |        |
| -  | 15.64  |
| 14041 - Computer Operator I                  |        |
| 14042 - Computer Operator II                 | 17.49  |
| 14043 - Computer Operator III                | 20.68  |
| 14044 - Computer Operator IV                 | 22.89  |
| 14045 - Computer Operator V                  | 25.40  |
| 14071 - Computer Programmer I (see 1)        | 19.88  |
| 14072 - Computer Programmer II (see 1)       | 24.63  |
| 14073 - Computer Programmer III (see 1)      |        |
| 14074 - Computer Programmer IV (see 1)       |        |
| 14101 - Computer Systems Analyst I (see 1)   |        |
| 14102 - Computer Systems Analyst II (see 1)  |        |
| 14103 - Computer Systems Analyst III (see 1) |        |
| 14150 - Peripheral Equipment                 | 15.64  |
| Operator                                     |        |
| 14160 - Personal Computer Support            | 22.89  |
| Technician                                   |        |
| 14170 - System Support Specialist            | 32.52  |
| 15000 - Instructional Occupations            | 02.02  |
| 15010 - Aircrew Training Devices             | 30.50  |
| Instructor (Non-Rated)                       | 50.50  |
| 15020 - Aircrew Training Devices             | 36.25  |
| -  | 50.25  |
| Instructor (Rated)                           | 10 1 1 |
| 15030 - Air Crew Training Devices            | 43.14  |
| Instructor (Pilot)                           |        |
| 15050 - Computer Based Training              | 30.50  |
| Specialist / Instructor                      |        |
| 15060 - Educational Technologist             | 32.32  |
| 15070 - Flight Instructor (Pilot)            | 43.14  |
| 15080 - Graphic Artist                       | 21.56  |
| 15085 - Maintenance Test Pilot Fixed         | 42.89  |
| Jet/Prop                                     |        |
| 15086 - Maintenance Test Pilot               | 42.89  |
| Rotary Wing                                  |        |

| 15099 Non Maintenance Mact/Co   | 42.89 |
|---|-------|
| 15088 - Non-Maintenance Test/Co-<br>Pilot                             | 42.09 |
| 15090 - Technical Instructor  | 20.26 |
| 15090 - Technical Instructor/Course                                   | 20.20 |
| Developer   | 24.19 |
| 15110 - Test Proctor  | 16.36 |
| 15110 - Test Proctor<br>15120 - Tutor                                 | 16.36 |
| 16000 - Laundry Dry-Cleaning Pressing                                 | 10.30 |
| And Related Occupations   |       |
| 16010 - Assembler   | 13.67 |
| 16030 - Counter Attendant   | 13.67 |
| 16040 - Dry Cleaner   | 15.67 |
| 16070 - Finisher Flatwork Machine                                     | 13.67 |
| 16090 - Presser Hand  | 13.67 |
| 16110 - Presser Machine Drycleaning                                   | 13.67 |
| 16130 - Presser Machine Drycleaning<br>16130 - Presser Machine Shirts | 13.67 |
|   |       |
| 16160 - Presser Machine Wearing                                       | 13.67 |
| Apparel Laundry   | 16.27 |
| 16190 - Sewing Machine Operator<br>16220 - Tailor                     |       |
| 16220 - Tallor<br>16250 - Washer Machine                              | 16.92 |
|   | 14.32 |
| 19000 - Machine Tool Operation And                                    |       |
| Repair Occupations  | 25.06 |
| 19010 - Machine-Tool Operator (Tool                                   | 25.06 |
| Room)<br>19040 - Tool And Die Maker                                   | 29.30 |
|   | 29.30 |
| 21000 - Materials Handling And Packing<br>Occupations                 |       |
| 21020 - Forklift Operator   | 21.75 |
| 21020 - Material Coordinator  | 21.75 |
| 21030 - Material Cooldinator<br>21040 - Material Expediter            | 21.35 |
| 21040 - Material Handling Laborer                                     | 15.81 |
| 21050 - Material Handring Haborer<br>21071 - Order Filler             | 14.99 |
| 21071 - Older Filler<br>21080 - Production Line Worker (Food          | 21.75 |
| Processing)   | 21.75 |
| 21110 - Shipping Packer   | 17.88 |
| 21130 - Shipping/Receiving Clerk                                      | 17.88 |
| 21140 - Store Worker I  | 13.49 |
| 21150 - Stock Clerk   | 18.81 |
| 21210 - Tools And Parts Attendant                                     | 21.75 |
| 21410 - Warehouse Specialist  | 21.75 |
| 23000 - Mechanics And Maintenance And                                 | 21.10 |
| Repair Occupations  |       |
| 23010 - Aerospace Structural Welder                                   | 27.47 |
| 23019 - Aircraft Logs and Records                                     | 23.28 |
| Technician  | 20.20 |
| 23021 - Aircraft Mechanic I   | 26.54 |
| 23022 - Aircraft Mechanic II  | 27.32 |
| 23023 - Aircraft Mechanic III   | 28.52 |
|   | 20.02 |

| 23040 - Aircraft Mechanic Helper          | 20.47 |
|---|-------|
| 23050 - Aircraft Painter                  | 25.19 |
| 23060 - Aircraft Servicer                 | 23.28 |
| 23070 - Aircraft Survival Flight          | 25.19 |
| Equipment Technician                      |       |
| 23080 - Aircraft Worker                   | 24.27 |
| 23091 - Aircrew Life Support              | 24.27 |
| Equipment (ALSE) Mechanic                 |       |
| I   |       |
| -<br>23092 - Aircrew Life Support         | 26.54 |
| Equipment (ALSE) Mechanic                 | 20.34 |
| II  |       |
| 23110 - Appliance Mechanic                | 24.90 |
|   |       |
| 23120 - Bicycle Repairer                  | 20.67 |
| 23125 - Cable Splicer                     | 30.33 |
| 23130 - Carpenter Maintenance             | 26.31 |
| 23140 - Carpet Layer                      | 23.54 |
| 23160 - Electrician Maintenance           | 30.29 |
| 23181 - Electronics Technician            | 23.54 |
| Maintenance I                             |       |
| 23182 - Electronics Technician            | 25.06 |
| Maintenance II                            |       |
| 23183 - Electronics Technician            | 26.41 |
| Maintenance III                           |       |
| 23260 - Fabric Worker                     | 22.18 |
| 23290 - Fire Alarm System Mechanic        | 26.41 |
| 23310 - Fire Extinguisher Repairer        | 20.57 |
| 23311 - Fuel Distribution System          | 30.47 |
| -<br>Mechanic                             |       |
| 23312 - Fuel Distribution System          | 25.99 |
| Operator                                  |       |
| 23370 - General Maintenance Worker        | 18.80 |
| 23380 - Ground Support Equipment          | 26.54 |
| Mechanic                                  | 20.01 |
| 23381 - Ground Support Equipment          | 23.28 |
| Servicer                                  | 20.20 |
| 23382 - Ground Support Equipment          | 24.27 |
| Worker                                    | 24.27 |
| 23391 - Gunsmith I                        | 20.57 |
| 23391 - Gunsmith I<br>23392 - Gunsmith II |       |
|   | 23.54 |
| 23393 - Gunsmith III                      | 26.41 |
| 23410 - Heating Ventilation And Air-      | 25.02 |
| Conditioning                              |       |
| Mechanic                                  |       |
| 23411 - Heating Ventilation And Air       | 25.89 |
| Contidioning                              |       |
| Mechanic (Research Facility)              |       |
| 23430 - Heavy Equipment Mechanic          | 26.41 |
| 23440 - Heavy Equipment Operator          | 27.24 |
|   |       |

| 23460 -   | Instrument Mechanic          | 28.61 |
|-----------|------------------------------|-------|
| 23465 -   | Laboratory/Shelter Mechanic  | 25.06 |
|           | Laborer                      | 15.81 |
| 23510 -   | Locksmith                    | 25.06 |
| 23530 -   | Machinery Maintenance        | 27.61 |
| Mechanic  |                              |       |
| 23550 -   | Machinist Maintenance        | 22.50 |
| 23580 -   | Maintenance Trades Helper    | 18.84 |
| 23591 -   | Metrology Technician I       | 28.61 |
| 23592 -   | Metrology Technician II      | 29.61 |
| 23593 -   | Metrology Technician III     | 30.75 |
| 23640 -   | Millwright                   | 29.19 |
| 23710 -   | Office Appliance Repairer    | 25.06 |
| 23760 -   | Painter Maintenance          | 21.74 |
| 23790 -   | Pipefitter Maintenance       | 25.81 |
| 23810 -   | Plumber Maintenance          | 24.49 |
| 23820 -   | Pneudraulic Systems Mechanic | 26.41 |
| 23850 -   | Rigger                       | 26.41 |
| 23870 -   | Scale Mechanic               | 23.54 |
| 23890 -   | Sheet-Metal Worker           | 29.05 |
| Maintenan | Ce                           |       |
| 23910 -   | Small Engine Mechanic        | 23.54 |
| 23931 -   | Telecommunications Mechanic  | 33.37 |
| I         |                              |       |
| 23932 -   | Telecommunications Mechanic  | 34.52 |
| II        |                              |       |
| 23950 -   | Telephone Lineman            | 35.81 |
| 23960 -   | Welder Combination           | 24.86 |
| Maintenan | ce                           |       |
| 23965 -   | Well Driller                 | 26.41 |
| 23970 -   | Woodcraft Worker             | 26.41 |
| 23980 -   | Woodworker                   | 20.57 |
| 24000 - P | ersonal Needs Occupations    |       |
| 24550 -   | Case Manager                 | 17.95 |
| 24570 -   | Child Care Attendant         | 13.85 |
| 24580 -   | Child Care Center Clerk      | 17.26 |
| 24610 -   | Chore Aide                   | 14.11 |
| 24620 -   | Family Readiness And Support | 17.95 |
| Services  |                              |       |
| Coordin   | ator                         |       |
| 24630 -   | Homemaker                    | 17.95 |
| 25000 - P | lant And System Operations   |       |
| Occupatio | ns                           |       |
| 25010 -   | Boiler Tender                | 28.89 |
| 25040 -   | Sewage Plant Operator        | 23.45 |
| 25070 -   | Stationary Engineer          | 28.89 |
| 25190 -   | Ventilation Equipment Tender | 20.75 |
| 05010     |                              |       |
| 25210 -   | Water Treatment Plant        | 23.45 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 19.64 |
| 27007 - Baggage Inspector              |      |    | 15.23 |
| 27008 - Corrections Officer            |      |    | 29.84 |
| 27010 - Court Security Officer         |      |    | 24.22 |
| 27030 - Detection Dog Handler          |      |    | 18.45 |
| 27040 - Detention Officer              |      |    | 29.84 |
| 27070 - Firefighter                    |      |    | 29.84 |
| 27101 - Guard I                        |      |    | 15.23 |
| 27102 - Guard II                       |      |    | 18.45 |
| 27131 - Police Officer I               |      |    | 23.40 |
| 27132 - Police Officer II              |      |    | 26.00 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 15.49 |
| 28042 - Carnival Equipment Repairer    |      |    | 16.35 |
| 28043 - Carnival Worker                |      |    | 11.51 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 16.57 |
| 28310 - Lifequard                      |      |    | 13.32 |
| 28350 - Park Attendant (Aide)          |      |    | 18.95 |
| 28510 - Recreation Aide/Health         |      |    | 13.74 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 21.70 |
| 28630 - Sports Official                |      |    | 15.09 |
| 28690 - Swimming Pool Operator         |      |    | 20.33 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 23.54 |
| 29020 - Hatch Tender                   |      |    | 23.54 |
| 29030 - Line Handler                   |      |    | 23.54 |
| 29041 - Stevedore I                    |      |    | 22.18 |
| 29042 - Stevedore II                   |      |    | 25.06 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.96 |
| Specialist Center (HFO)                |      | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 28.25 |
| Specialist Station (HFO)               |      | ,  |       |
| 30012 - Air Traffic Control            |      |    | 31.10 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 18.13 |
| 30022 - Archeological Technician II    |      |    | 20.28 |
| 30023 - Archeological Technician III   |      |    | 25.12 |
| 30030 - Cartographic Technician        |      |    | 25.12 |
| 30040 - Civil Engineering Technician   |      |    | 25.12 |
| 30051 - Cryogenic Technician I         |      |    | 27.82 |
| 30052 - Cryogenic Technician II        |      |    | 30.73 |
| 30061 - Drafter/CAD Operator I         |      |    | 18.13 |
| 30062 - Drafter/CAD Operator II        |      |    | 20.28 |
| 30063 - Drafter/CAD Operator III       |      |    | 22.60 |
| 30064 - Drafter/CAD Operator IV        |      |    | 27.82 |
| · · · · · · · · · · · · · · · · · · ·  |      |    | -     |

|   |      |    | 1 1   |
|---|------|----|-------|
| 30081 - Engineering Technician I                    |      |    | 15.61 |
| 30082 - Engineering Technician II                   |      |    | 17.52 |
| 30083 - Engineering Technician III                  |      |    | 19.60 |
| 30084 - Engineering Technician IV                   |      |    | 24.29 |
| 30085 - Engineering Technician V                    |      |    | 29.71 |
| 30086 - Engineering Technician VI                   |      |    | 35.94 |
| 30090 - Environmental Technician                    |      |    | 25.12 |
| 30095 - Evidence Control Specialist                 |      |    | 25.12 |
| 30210 - Laboratory Technician                       |      |    | 22.60 |
| 30221 - Latent Fingerprint<br>Technician I          |      |    | 27.82 |
| 30222 - Latent Fingerprint                          |      |    | 30.73 |
| Technician II                                       |      |    | 50.75 |
| 30240 - Mathematical Technician                     |      |    | 25.12 |
|   |      |    |       |
| 30361 - Paralegal/Legal Assistant I                 |      |    | 18.73 |
| 30362 - Paralegal/Legal Assistant II                |      |    | 23.20 |
| 30363 - Paralegal/Legal Assistant                   |      |    | 28.35 |
| III<br>20264 - Demologol/Logol Accident IV          |      |    | 34.33 |
| 30364 - Paralegal/Legal Assistant IV                |      |    | 34.33 |
| 30375 - Petroleum Supply Specialist                 |      |    |       |
| 30390 - Photo-Optics Technician                     |      |    | 24.83 |
| 30395 - Radiation Control Technician                |      |    | 30.73 |
| 30461 - Technical Writer I                          |      |    | 25.12 |
| 30462 - Technical Writer II                         |      |    | 30.73 |
| 30463 - Technical Writer III                        |      |    | 37.19 |
| 30491 - Unexploded Ordnance (UXO)                   |      |    | 26.03 |
| Technician I  |      |    | 21 40 |
| 30492 - Unexploded Ordnance (UXO)                   |      |    | 31.49 |
| Technician II                                       |      |    |       |
| 30493 - Unexploded Ordnance (UXO)<br>Technician III |      |    | 37.75 |
|   |      |    |       |
| 30494 - Unexploded (UXO) Safety                     |      |    | 26.03 |
| Escort  |      |    |       |
| 30495 - Unexploded (UXO) Sweep                      |      |    | 26.03 |
| Personnel   |      |    | 07 00 |
| 30501 - Weather Forecaster I                        |      |    | 27.82 |
| 30502 - Weather Forecaster II                       | 1 -  | 2) | 33.85 |
| 30620 - Weather Observer Combined                   | (see | ∠) | 22.60 |
| Upper Air Or  |      |    |       |
| Surface Programs                                    | 1 -  | 2) | 0F 10 |
| 30621 - Weather Observer Senior                     | (see | ∠) | 25.12 |
| 31000 - Transportation/Mobile                       |      |    |       |
| Equipment Operation Occupations                     |      |    | 21 40 |
| 31010 - Airplane Pilot                              |      |    | 31.49 |
| 31020 - Bus Aide                                    |      |    | 13.94 |
| 31030 - Bus Driver                                  |      |    | 19.71 |
| 31043 - Driver Courier                              |      |    | 13.99 |
| 31260 - Parking and Lot Attendant                   |      |    | 12.50 |
| 31290 - Shuttle Bus Driver                          |      |    | 15.50 |

| 31310 - Taxi Driver                 | 15.21 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 15.18 |
| 31362 - Truckdriver Medium          | 16.37 |
| 31363 - Truckdriver Heavy           | 20.92 |
| 31364 - Truckdriver Tractor-Trailer | 20.92 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.35 |
| 99030 - Cashier                     | 12.28 |
| 99050 - Desk Clerk                  | 13.28 |
| 99095 - Embalmer                    | 31.14 |
| 99130 - Flight Follower             | 26.03 |
| 99251 - Laboratory Animal Caretaker | 17.31 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 18.78 |
| II                                  |       |
| 99260 - Marketing Analyst           | 25.05 |
| 99310 - Mortician                   | 31.14 |
| 99410 - Pest Controller             | 24.07 |
| 99510 - Photofinishing Worker       | 13.68 |
| 99710 - Recycling Laborer           | 17.01 |
| 99711 - Recycling Specialist        | 20.57 |
| 99730 - Refuse Collector            | 15.24 |
| 99810 - Sales Clerk                 | 13.51 |
| 99820 - School Crossing Guard       | 13.93 |
| 99830 - Survey Party Chief          | 21.63 |
| 99831 - Surveying Aide              | 12.89 |
| 99832 - Surveying Technician        | 19.67 |
| 99840 - Vending Machine Attendant   | 20.57 |
| 99841 - Vending Machine Repairer    | 25.54 |
| 99842 - Vending Machine Repairer    | 20.57 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4153

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 16 Date Of Last Revision: 12/27/2021

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

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

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

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

State: New York

Area: New York County of Tompkins

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 17.80 |
| 01012 - Accounting Clerk II        |          | 19.98 |
| 01013 - Accounting Clerk III       |          | 22.36 |
| 01020 - Administrative Assistant   |          | 31.37 |
| 01035 - Court Reporter             |          | 21.29 |
| 01041 - Customer Service           |          | 15.59 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 17.52 |
| Representative II                  |          |       |

| 01043 - Customer Service   | 19.12          |
|--|----------------|
| Representative III   |                |
| 01051 - Data Entry Operator I  | 15.54          |
| 01052 - Data Entry Operator II   | 16.95          |
| 01060 - Dispatcher Motor Vehicle   | 20.06          |
| 01070 - Document Preparation Clerk   | 16.95<br>16.95 |
| 01090 - Duplicating Machine Operator<br>01111 - General Clerk I            | 16.95          |
| 01112 - General Clerk I  | 16.15          |
| 01112 - General Clerk II<br>01113 - General Clerk III                      | 18.13          |
| 01120 - Housing Referral Assistant   | 23.73          |
| 01141 - Messenger Courier  | 13.82          |
| 01191 - Order Clerk I  | 15.54          |
| 01192 - Order Clerk II   | 16.95          |
| 01261 - Personnel Assistant  | 22.49          |
| (Employment) I   |                |
| 01262 - Personnel Assistant  | 25.16          |
| (Employment) II  |                |
| 01263 - Personnel Assistant  | 27.80          |
| (Employment) III   |                |
| 01270 - Production Control Clerk   | 22.72          |
| 01290 - Rental Clerk   | 17.64          |
| 01300 - Scheduler Maintenance  | 19.02          |
| 01311 - Secretary I  | 19.02          |
| 01312 - Secretary II   | 21.29          |
| 01313 - Secretary III  | 23.73          |
| 01320 - Service Order Dispatcher   | 17.94          |
| 01410 - Supply Technician  | 31.37          |
| 01420 - Survey Worker  | 21.19          |
| 01460 - Switchboard  | 16.45          |
| Operator/Receptionist  |                |
| 01531 - Travel Clerk I   | 12.37          |
| 01532 - Travel Clerk II  | 13.31          |
| 01533 - Travel Clerk III   | 14.27          |
| 01611 - Word Processor I   | 15.03          |
| 01612 - Word Processor II  | 16.88          |
| 01613 - Word Processor III   | 18.88          |
| 05000 - Automotive Service Occupations<br>05005 - Automobile Body Repairer | 23.28          |
| Fiberglass   | 23.20          |
| 05010 - Automotive Electrician   | 18.24          |
| 05040 - Automotive Glass Installer   | 17.63          |
| 05070 - Automotive Worker  | 17.63          |
| 05110 - Mobile Equipment Servicer  | 16.32          |
| 05130 - Motor Equipment Metal  | 18.96          |
| Mechanic   | 10.50          |
| 05160 - Motor Equipment Metal Worker                                       | 17.63          |
| 05190 - Motor Vehicle Mechanic   | 17.25          |

| 05220 - Motor Vehicle Mechanic       | 15.63  |
|--------------------------------------|--------|
| Helper                               |        |
| 05250 - Motor Vehicle Upholstery     | 16.95  |
| Worker                               | 1 - 60 |
| 05280 - Motor Vehicle Wrecker        | 17.63  |
| 05310 - Painter Automotive           | 18.24  |
| 05340 - Radiator Repair Specialist   | 17.63  |
| 05370 - Tire Repairer                | 14.34  |
| 05400 - Transmission Repair          | 18.96  |
| Specialist                           |        |
| 07000 - Food Preparation And Service |        |
| Occupations                          |        |
| 07010 - Baker                        | 15.25  |
| 07041 - Cook I                       | 18.37  |
| 07042 - Cook II                      | 20.55  |
| 07070 - Dishwasher                   | 13.55  |
| 07130 - Food Service Worker          | 15.04  |
| 07210 - Meat Cutter                  | 19.57  |
| 07260 - Waiter/Waitress              | 13.67  |
| 09000 - Furniture Maintenance And    |        |
| Repair Occupations                   |        |
| 09010 - Electrostatic Spray Painter  | 26.74  |
| 09040 - Furniture Handler            | 18.10  |
| 09080 - Furniture Refinisher         | 26.74  |
| 09090 - Furniture Refinisher Helper  | 21.12  |
| 09110 - Furniture Repairer Minor     | 23.90  |
| 09130 - Upholsterer                  | 26.74  |
| 11000 - General Services And Support |        |
| Occupations                          |        |
| 11030 - Cleaner Vehicles             | 13.40  |
| 11060 - Elevator Operator            | 14.74  |
| 11090 - Gardener                     | 21.40  |
| 11122 - Housekeeping Aide            | 16.66  |
| 11150 - Janitor                      | 16.66  |
| 11210 - Laborer Grounds Maintenance  | 16.91  |
| 11240 - Maid or Houseman             | 12.98  |
| 11260 - Pruner                       | 17.78  |
| 11270 - Tractor Operator             | 19.91  |
| 11330 - Trail Maintenance Worker     | 16.91  |
| 11360 - Window Cleaner               | 18.31  |
| 12000 - Health Occupations           |        |
| 12010 - Ambulance Driver             | 19.25  |
| 12011 - Breath Alcohol Technician    | 19.75  |
| 12012 - Certified Occupational       | 27.09  |
| Therapist Assistant                  | 0.5    |
| 12015 - Certified Physical Therapist | 27.09  |
| Assistant                            |        |
| 12020 - Dental Assistant             | 18.60  |
| 12025 - Dental Hygienist             | 43.40  |

| 12030 - EKG Technician               | 29.92 |
|--------------------------------------|-------|
| 12035 - Electroneurodiagnostic       | 29.92 |
| Technologist                         |       |
| 12040 - Emergency Medical Technician | 19.25 |
| 12071 - Licensed Practical Nurse I   | 17.66 |
| 12072 - Licensed Practical Nurse II  | 19.75 |
| 12073 - Licensed Practical Nurse III | 22.01 |
| 12100 - Medical Assistant            | 17.39 |
| 12130 - Medical Laboratory           | 26.51 |
| Technician                           |       |
| 12160 - Medical Record Clerk         | 16.06 |
| 12190 - Medical Record Technician    | 23.77 |
| 12195 - Medical Transcriptionist     | 17.66 |
| 12210 - Nuclear Medicine             | 43.40 |
| Technologist                         | 10.10 |
| 12221 - Nursing Assistant I          | 13.76 |
| 12222 - Nursing Assistant II         | 15.48 |
| 12223 - Nursing Assistant III        | 16.90 |
| 12223 - Nursing Assistant IV         | 18.98 |
| -                                    |       |
| 12235 - Optical Dispenser            | 20.61 |
| 12236 - Optical Technician           | 17.66 |
| 12250 - Pharmacy Technician          | 17.47 |
| 12280 - Phlebotomist                 | 17.66 |
| 12305 - Radiologic Technologist      | 29.79 |
| 12311 - Registered Nurse I           | 23.89 |
| 12312 - Registered Nurse II          | 29.23 |
| 12313 - Registered Nurse II          | 29.23 |
| Specialist                           |       |
| 12314 - Registered Nurse III         | 35.36 |
| 12315 - Registered Nurse III         | 35.36 |
| Anesthetist                          |       |
| 12316 - Registered Nurse IV          | 42.39 |
| 12317 - Scheduler (Drug and Alcohol  | 24.46 |
| Testing)                             |       |
| 12320 - Substance Abuse Treatment    | 25.42 |
| Counselor                            |       |
| 13000 - Information And Arts         |       |
| Occupations                          |       |
| 13011 - Exhibits Specialist I        | 25.49 |
| 13012 - Exhibits Specialist II       | 31.58 |
| 13013 - Exhibits Specialist III      | 38.63 |
| 13041 - Illustrator I                | 25.49 |
| 13042 - Illustrator II               | 31.58 |
| 13043 - Illustrator III              | 38.63 |
| 13047 - Librarian                    | 34.97 |
| 13050 - Library Aide/Clerk           | 18.68 |
| 13054 - Library Information          | 31.58 |
| Technology Systems                   |       |
| Administrator                        |       |
|                                      |       |

| 12059 Tibrowy Machaisian  | 21.44  |
|---|--------|
| 13058 - Library Technician  | 21.44  |
| 13061 - Media Specialist I  |        |
| 13062 - Media Specialist II   | 25.49  |
| 13063 - Media Specialist III  | 28.41  |
| 13071 - Photographer I  | 22.79  |
| 13072 - Photographer II   | 25.49  |
| 13073 - Photographer III  | 31.58  |
| 13074 - Photographer IV   | 38.63  |
| 13075 - Photographer V  | 46.74  |
| 13090 - Technical Order Library   | 24.72  |
| Clerk   |        |
| 13110 - Video Teleconference  | 22.86  |
| Technician  |        |
| 14000 - Information Technology  |        |
| Occupations   |        |
| 14041 - Computer Operator I   | 17.88  |
| 14042 - Computer Operator II  | 19.99  |
| 14043 - Computer Operator III   | 22.30  |
| 14044 - Computer Operator IV  | 27.97  |
| 14045 - Computer Operator V   | 30.98  |
| 14071 - Computer Programmer I (see 1)                                   | 24.94  |
| 14071Computer Programmer II(See 1)14072- Computer Programmer II(see 1)  | 21.71  |
| 14072Computer Programmer II(see 1)14073- Computer Programmer III(see 1) |        |
|   |        |
|   |        |
| 14101 - Computer Systems Analyst I (see 1)                              |        |
| 14102 - Computer Systems Analyst II (see 1)                             |        |
| 14103 - Computer Systems Analyst III (see 1)                            | 1 - 00 |
| 14150 - Peripheral Equipment  | 17.88  |
| Operator  |        |
| 14160 - Personal Computer Support                                       | 27.97  |
| Technician  |        |
| 14170 - System Support Specialist                                       | 34.42  |
| 15000 - Instructional Occupations                                       |        |
| 15010 - Aircrew Training Devices  | 28.51  |
| Instructor (Non-Rated)  |        |
| 15020 - Aircrew Training Devices  | 34.50  |
| Instructor (Rated)  |        |
| 15030 - Air Crew Training Devices                                       | 41.34  |
| Instructor (Pilot)  |        |
| 15050 - Computer Based Training   | 28.51  |
| Specialist / Instructor   |        |
| 15060 - Educational Technologist  | 36.74  |
| 15070 - Flight Instructor (Pilot)                                       | 41.34  |
| 15080 - Graphic Artist  | 28.88  |
| 15085 - Maintenance Test Pilot Fixed                                    | 41.34  |
| Jet/Prop  | 71.07  |
| 15086 - Maintenance Test Pilot  | 41.34  |
| Rotary Wing   | -1.J4  |
|   |        |

| 15000 Non Maintenance Mach/Ca             | 11 71 |
|---|-------|
| 15088 - Non-Maintenance Test/Co-<br>Pilot | 41.34 |
| 15090 - Technical Instructor              | 23.85 |
| 15090 - Technical Instructor/Course       | 29.18 |
| Developer                                 | 29.10 |
| 15110 - Test Proctor                      | 19.26 |
| 15110 - Test Proctor<br>15120 - Tutor     | 19.26 |
| 16000 - Laundry Dry-Cleaning Pressing     | 19.20 |
| And Related Occupations                   |       |
| 16010 - Assembler                         | 13.67 |
| 16030 - Counter Attendant                 | 13.67 |
| 16040 - Dry Cleaner                       | 15.62 |
| 16070 - Finisher Flatwork Machine         | 13.67 |
| 16090 - Presser Hand                      | 13.67 |
| 16110 - Presser Machine Drycleaning       | 13.67 |
| 16130 - Presser Machine Shirts            | 13.67 |
| 16160 - Presser Machine Wearing           | 13.67 |
| Apparel Laundry                           | 13.07 |
| 16190 - Sewing Machine Operator           | 16.27 |
| 16220 - Tailor                            | 16.92 |
| 16250 - Washer Machine                    | 14.32 |
| 19000 - Machine Tool Operation And        | 14.52 |
| Repair Occupations                        |       |
| 19010 - Machine-Tool Operator (Tool       | 24.92 |
| Room)                                     | 27.72 |
| 19040 - Tool And Die Maker                | 28.22 |
| 21000 - Materials Handling And Packing    | 20.22 |
| Occupations                               |       |
| 21020 - Forklift Operator                 | 14.75 |
| 21030 - Material Coordinator              | 22.72 |
| 21040 - Material Expediter                | 22.72 |
| 21050 - Material Handling Laborer         | 16.02 |
| 21071 - Order Filler                      | 13.23 |
| 21080 - Production Line Worker (Food      | 14.75 |
| Processing)                               |       |
| 21110 - Shipping Packer                   | 17.92 |
| 21130 - Shipping/Receiving Clerk          | 17.92 |
| 21140 - Store Worker I                    | 14.87 |
| 21150 - Stock Clerk                       | 19.68 |
| 21210 - Tools And Parts Attendant         | 14.75 |
| 21410 - Warehouse Specialist              | 14.75 |
| 23000 - Mechanics And Maintenance And     |       |
| Repair Occupations                        |       |
| 23010 - Aerospace Structural Welder       | 29.66 |
| 23019 - Aircraft Logs and Records         | 24.81 |
| Technician                                |       |
| 23021 - Aircraft Mechanic I               | 28.57 |
| 23022 - Aircraft Mechanic II              | 29.66 |
| 23023 - Aircraft Mechanic III             | 30.68 |
|   |       |

| 23040 - Aircraft Mechanic Helper           | 21.91 |
|--|-------|
| 23050 - Aircraft Painter                   | 27.41 |
| 23060 - Aircraft Servicer                  | 24.81 |
| 23070 - Aircraft Survival Flight           | 27.41 |
| Equipment Technician                       |       |
| 23080 - Aircraft Worker                    | 26.36 |
| 23091 - Aircrew Life Support               | 26.36 |
| Equipment (ALSE) Mechanic                  |       |
| I  |       |
| 23092 - Aircrew Life Support               | 28.57 |
| Equipment (ALSE) Mechanic                  |       |
| II   |       |
| 23110 - Appliance Mechanic                 | 26.74 |
| 23120 - Bicycle Repairer                   | 22.71 |
| 23125 - Cable Splicer                      | 31.81 |
| 23130 - Carpenter Maintenance              | 23.94 |
| 23140 - Carpet Layer                       | 26.05 |
| 23160 - Electrician Maintenance            | 30.84 |
| 23181 - Electronics Technician             | 26.36 |
| Maintenance I                              |       |
| 23182 - Electronics Technician             | 27.53 |
| Maintenance II                             |       |
| 23183 - Electronics Technician             | 28.57 |
| Maintenance III                            |       |
| 23260 - Fabric Worker                      | 24.51 |
| 23290 - Fire Alarm System Mechanic         | 27.96 |
| 23310 - Fire Extinguisher Repairer         | 23.29 |
| 23311 - Fuel Distribution System           | 30.93 |
| Mechanic                                   |       |
| 23312 - Fuel Distribution System           | 25.56 |
| Operator                                   | 00.00 |
| 23370 - General Maintenance Worker         | 20.23 |
| 23380 - Ground Support Equipment           | 28.57 |
| Mechanic                                   | 24.81 |
| 23381 - Ground Support Equipment           | 24.81 |
| Servicer                                   |       |
| 23382 - Ground Support Equipment<br>Worker | 26.36 |
| 23391 - Gunsmith I                         | 23.29 |
| 23392 - Gunsmith II                        | 26.05 |
| 23393 - Gunsmith III                       | 28.26 |
| 23410 - Heating Ventilation And Air-       | 29.35 |
| Conditioning                               | 27.55 |
| Mechanic                                   |       |
| 23411 - Heating Ventilation And Air        | 30.46 |
| Contidioning                               | 50.40 |
| Mechanic (Research Facility)               |       |
| 23430 - Heavy Equipment Mechanic           | 27.96 |
| 23440 - Heavy Equipment Operator           | 24.79 |
|  |       |

|   | Instrument Mechanic  | 28.26   |
|---|--|---|
| 23465 -   | Laboratory/Shelter Mechanic  | 27.38   |
|   | Laborer  | 16.02   |
|   | Locksmith  | 27.12   |
|   | Machinery Maintenance  | 27.96   |
| Mechanic  |  |   |
| 23550 -   | Machinist Maintenance  | 25.16   |
|   | Maintenance Trades Helper  | 21.12   |
|   | Metrology Technician I   | 28.26   |
|   | Metrology Technician II  | 29.39   |
|   | Metrology Technician III   | 30.39   |
|   | Millwright   | 27.96   |
|   | Office Appliance Repairer  | 26.74   |
|   | Painter Maintenance  | 22.79   |
|   | Pipefitter Maintenance   | 33.96   |
|   | Plumber Maintenance  | 28.30   |
|   | Pneudraulic Systems Mechanic   | 28.26   |
| 23850 -   | —  | 28.26   |
|   | Scale Mechanic   | 26.05   |
|   | Sheet-Metal Worker   | 27.96   |
| Maintenan   |  | 27.50   |
|   | Small Engine Mechanic  | 25.64   |
|   | Telecommunications Mechanic  | 32.50   |
| I   |  | 52.50   |
| —   | Telecommunications Mechanic  | 33.73   |
| II  |  | 00.70   |
|   |  |   |
| 23950 -   | Telephone Lineman  | 28.57   |
|   | Telephone Lineman<br>Welder Combination  | 28.57   |
| 23960 -   | Welder Combination   | 28.57<br>27.96  |
| 23960 -<br>Maintenan  | Welder Combination<br>ce   | 27.96   |
| 23960 -<br>Maintenan<br>23965 -   | Welder Combination<br>ce<br>Well Driller   | 27.96<br>28.26  |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -  | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker   | 27.96<br>28.26<br>28.26   |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker   | 27.96<br>28.26  |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P  | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations  | 27.96<br>28.26<br>28.26<br>22.71  |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager  | 27.96<br>28.26<br>28.26<br>22.71<br>20.88   |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -  | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant  | 27.96<br>28.26<br>28.26<br>22.71<br>20.88<br>14.43  |
| 23960 -<br>Maintenan<br>23965 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -  | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk   | 27.96<br>28.26<br>28.26<br>22.71<br>20.88<br>14.43<br>17.98                                     |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -  | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide   | 27.96<br>28.26<br>22.71<br>20.88<br>14.43<br>17.98<br>14.48                                     |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -  | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk   | 27.96<br>28.26<br>28.26<br>22.71<br>20.88<br>14.43<br>17.98                                     |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 27.96<br>28.26<br>22.71<br>20.88<br>14.43<br>17.98<br>14.48                                     |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24610 -<br>24620 -<br>Services<br>Coordin  | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 27.96<br>28.26<br>22.71<br>20.88<br>14.43<br>17.98<br>14.48                                     |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker  | 27.96<br>28.26<br>22.71<br>20.88<br>14.43<br>17.98<br>14.48<br>20.88                            |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 27.96<br>28.26<br>22.71<br>20.88<br>14.43<br>17.98<br>14.48<br>20.88                            |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24580 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 27.96<br>28.26<br>22.71<br>20.88<br>14.43<br>17.98<br>14.48<br>20.88                            |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender   | 27.96<br>28.26<br>22.71<br>20.88<br>14.43<br>17.98<br>14.48<br>20.88                            |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24580 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio   | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 27.96<br>28.26<br>22.71<br>20.88<br>14.43<br>17.98<br>14.48<br>20.88<br>20.88                   |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24570 -<br>24570 -<br>24570 -<br>24620 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25040 -            | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 27.96<br>28.26<br>22.71<br>20.88<br>14.43<br>17.98<br>14.48<br>20.88<br>20.88<br>20.88          |
| 23960 -<br>Maintenan<br>23965 -<br>23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25040 -<br>25070 - | Welder Combination<br>ce<br>Well Driller<br>Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 27.96<br>28.26<br>22.71<br>20.88<br>14.43<br>17.98<br>14.48<br>20.88<br>20.88<br>20.88<br>20.88 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 26.25 |
| 27007 - Baggage Inspector              |      |    | 19.08 |
| 27008 - Corrections Officer            |      |    | 21.94 |
| 27010 - Court Security Officer         |      |    | 21.74 |
| 27030 - Detection Dog Handler          |      |    | 21.34 |
| 27040 - Detention Officer              |      |    | 21.94 |
| 27070 - Firefighter                    |      |    | 23.44 |
| 27101 - Guard I                        |      |    | 19.08 |
| 27102 - Guard II                       |      |    | 21.34 |
| 27131 - Police Officer I               |      |    | 30.30 |
| 27132 - Police Officer II              |      |    | 33.66 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 16.11 |
| 28042 - Carnival Equipment Repairer    |      |    | 16.69 |
| 28043 - Carnival Worker                |      |    | 12.45 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 18.36 |
| 28310 - Lifequard                      |      |    | 14.65 |
| 28350 - Park Attendant (Aide)          |      |    | 20.54 |
| 28510 - Recreation Aide/Health         |      |    | 14.98 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 25.43 |
| 28630 - Sports Official                |      |    | 16.36 |
| 28690 - Swimming Pool Operator         |      |    | 20.48 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 38.78 |
| 29020 - Hatch Tender                   |      |    | 28.90 |
| 29030 - Line Handler                   |      |    | 26.49 |
| 29041 - Stevedore I                    |      |    | 24.81 |
| 29042 - Stevedore II                   |      |    | 27.53 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.29 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 27.78 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 30.59 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 18.38 |
| 30022 - Archeological Technician II    |      |    | 20.64 |
| 30023 - Archeological Technician III   |      |    | 25.47 |
| 30030 - Cartographic Technician        |      |    | 25.56 |
| 30040 - Civil Engineering Technician   |      |    | 25.47 |
| 30051 - Cryogenic Technician I         |      |    | 28.31 |
| 30052 - Cryogenic Technician II        |      |    | 31.27 |
| 30061 - Drafter/CAD Operator I         |      |    | 18.38 |
| 30062 - Drafter/CAD Operator II        |      |    | 20.64 |
| 30063 - Drafter/CAD Operator III       |      |    | 23.00 |
| 30064 - Drafter/CAD Operator IV        |      |    | 28.21 |
| · •                                    |      |    |       |

| 30081 - Engineering Technician I     |      |    | 14.91 |
|--------------------------------------|------|----|-------|
| 30082 - Engineering Technician II    |      |    | 16.74 |
| 30083 - Engineering Technician III   |      |    | 18.73 |
| 30084 - Engineering Technician IV    |      |    | 23.19 |
| 30085 - Engineering Technician V     |      |    | 28.38 |
| 30086 - Engineering Technician VI    |      |    | 34.33 |
| 30090 - Environmental Technician     |      |    | 25.47 |
| 30095 - Evidence Control Specialist  |      |    | 25.56 |
| 30210 - Laboratory Technician        |      |    | 22.93 |
| 30221 - Latent Fingerprint           |      |    | 28.31 |
| Technician I                         |      |    |       |
| 30222 - Latent Fingerprint           |      |    | 31.27 |
| Technician II                        |      |    |       |
| 30240 - Mathematical Technician      |      |    | 25.56 |
| 30361 - Paralegal/Legal Assistant I  |      |    | 19.48 |
| 30362 - Paralegal/Legal Assistant II |      |    | 24.13 |
| 30363 - Paralegal/Legal Assistant    |      |    | 29.52 |
| III                                  |      |    |       |
| 30364 - Paralegal/Legal Assistant IV |      |    | 35.72 |
| 30375 - Petroleum Supply Specialist  |      |    | 31.27 |
| 30390 - Photo-Optics Technician      |      |    | 25.56 |
| 30395 - Radiation Control Technician |      |    | 31.27 |
| 30461 - Technical Writer I           |      |    | 25.47 |
| 30462 - Technical Writer II          |      |    | 31.15 |
| 30463 - Technical Writer III         |      |    | 37.69 |
| 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         |      |    | 28.31 |
| 30502 - Weather Forecaster II        |      |    | 34.43 |
| 30620 - Weather Observer Combined    | (see | 2) | 23.00 |
| Upper Air Or                         |      |    |       |
| Surface Programs                     |      |    |       |
| 30621 - Weather Observer Senior      | (see | 2) | 25.47 |
| 31000 - Transportation/Mobile        |      |    |       |
| Equipment Operation Occupations      |      |    |       |
| 31010 - Airplane Pilot               |      |    | 30.98 |
| 31020 - Bus Aide                     |      |    | 13.72 |
| 31030 - Bus Driver                   |      |    | 18.28 |
| 31043 - Driver Courier               |      |    | 16.16 |
| 31260 - Parking and Lot Attendant    |      |    | 12.48 |
| 31290 - Shuttle Bus Driver           |      |    | 17.63 |

| 31310 - Taxi Driver                 | 17.08 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 17.37 |
| 31362 - Truckdriver Medium          | 18.28 |
| 31363 - Truckdriver Heavy           | 20.25 |
| 31364 - Truckdriver Tractor-Trailer | 20.25 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.10 |
| 99030 - Cashier                     | 12.66 |
| 99050 - Desk Clerk                  | 12.80 |
| 99095 - Embalmer                    | 27.29 |
| 99130 - Flight Follower             | 25.60 |
| 99251 - Laboratory Animal Caretaker | 18.89 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 20.33 |
| II                                  |       |
| 99260 - Marketing Analyst           | 32.40 |
| 99310 - Mortician                   | 27.29 |
| 99410 - Pest Controller             | 24.12 |
| 99510 - Photofinishing Worker       | 13.45 |
| 99710 - Recycling Laborer           | 18.16 |
| 99711 - Recycling Specialist        | 21.39 |
| 99730 - Refuse Collector            | 16.52 |
| 99810 - Sales Clerk                 | 14.12 |
| 99820 - School Crossing Guard       | 17.55 |
| 99830 - Survey Party Chief          | 20.03 |
| 99831 - Surveying Aide              | 12.59 |
| 99832 - Surveying Technician        | 17.23 |
| 99840 - Vending Machine Attendant   | 21.32 |
| 99841 - Vending Machine Repairer    | 25.64 |
| 99842 - Vending Machine Repairer    | 21.32 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4155

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 18 WAGE AND HOUR DIVISION Wage Determination No.: 2015-4155 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 York

Area: New York County of Ulster

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 17.06 |
| 01012 - Accounting Clerk II        |          | 19.61 |
| 01013 - Accounting Clerk III       |          | 21.89 |
| 01020 - Administrative Assistant   |          | 31.78 |
| 01035 - Court Reporter             |          | 21.64 |
| 01041 - Customer Service           |          | 15.06 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 16.93 |
| Representative II                  |          |       |

| 01043 - Customer Service               | 18.47 |
|--|-------|
| Representative III                     |       |
| 01051 - Data Entry Operator I          | 16.82 |
| 01052 - Data Entry Operator II         | 18.36 |
| 01060 - Dispatcher Motor Vehicle       | 24.39 |
| 01070 - Document Preparation Clerk     | 16.28 |
| 01090 - Duplicating Machine Operator   | 16.28 |
| 01111 - General Clerk I                | 15.43 |
| 01112 - General Clerk II               | 17.49 |
| 01113 - General Clerk III              | 18.92 |
| 01120 - Housing Referral Assistant     | 26.92 |
| 01141 - Messenger Courier              | 14.61 |
| 01191 - Order Clerk I                  | 15.30 |
| 01192 - Order Clerk II                 | 17.67 |
| 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       | 24.97 |
| 01290 - Rental Clerk                   | 18.04 |
| 01300 - Scheduler Maintenance          | 21.57 |
| 01311 - Secretary I                    | 21.57 |
| 01312 - Secretary II                   | 24.14 |
| 01313 - Secretary III                  | 26.92 |
| 01320 - Service Order Dispatcher       | 21.75 |
| 01410 - Supply Technician              | 31.78 |
| 01420 - Survey Worker                  | 21.64 |
| 01460 - Switchboard                    | 15.74 |
| Operator/Receptionist                  |       |
| 01531 - Travel Clerk I                 | 14.48 |
| 01532 - Travel Clerk II                | 15.32 |
| 01533 - Travel Clerk III               | 16.11 |
| 01611 - Word Processor I               | 17.62 |
| 01612 - Word Processor II              | 19.79 |
| 01613 - Word Processor III             | 22.13 |
| 05000 - Automotive Service Occupations |       |
| 05005 - Automobile Body Repairer       | 27.91 |
| Fiberglass                             |       |
| 05010 - Automotive Electrician         | 26.09 |
| 05040 - Automotive Glass Installer     | 24.15 |
| 05070 - Automotive Worker              | 24.15 |
| 05110 - Mobile Equipment Servicer      | 20.57 |
| 05130 - Motor Equipment Metal          | 26.94 |
| Mechanic                               |       |
| 05160 - Motor Equipment Metal Worker   | 24.15 |
| 05190 - Motor Vehicle Mechanic         | 26.94 |

| 05220 - Motor Vehicle Mechanic                                   | 19.94 |
|--|-------|
| Helper   | 01 07 |
| 05250 - Motor Vehicle Upholstery                                 | 21.07 |
| Worker<br>05280 - Motor Vehicle Wrecker                          | 24.15 |
|  | 24.15 |
| 05310 - Painter Automotive<br>05340 - Radiator Repair Specialist | 24.15 |
|  | 16.75 |
| 05370 - Tire Repairer  | 26.94 |
| 05400 - Transmission Repair<br>Specialist                        | 20.94 |
| 07000 - Food Preparation And Service                             |       |
| Occupations  |       |
| 07010 - Baker  | 15.40 |
| 07041 - Cook I   | 18.65 |
| 07041 COOK 1<br>07042 - Cook II                                  | 21.34 |
| 07070 - Dishwasher   | 13.45 |
| 07130 - Food Service Worker                                      | 13.82 |
| 07210 - Meat Cutter  | 23.67 |
| 07260 - Waiter/Waitress  | 15.55 |
| 09000 - Furniture Maintenance And                                | 10.00 |
| Repair Occupations   |       |
| 09010 - Electrostatic Spray Painter                              | 26.37 |
| 09040 - Furniture Handler  | 17.01 |
| 09080 - Furniture Refinisher                                     | 27.10 |
| 09090 - Furniture Refinisher Helper                              | 20.51 |
| 09110 - Furniture Repairer Minor                                 | 23.86 |
| 09130 - Upholsterer  | 27.10 |
| 11000 - General Services And Support                             |       |
| Occupations  |       |
| 11030 - Cleaner Vehicles   | 12.94 |
| 11060 - Elevator Operator  | 15.70 |
| 11090 - Gardener   | 21.63 |
| 11122 - Housekeeping Aide  | 15.70 |
| 11150 - Janitor  | 15.70 |
| 11210 - Laborer Grounds Maintenance                              | 16.54 |
| 11240 - Maid or Houseman   | 15.77 |
| 11260 - Pruner   | 14.82 |
| 11270 - Tractor Operator   | 19.95 |
| 11330 - Trail Maintenance Worker                                 | 16.54 |
| 11360 - Window Cleaner   | 17.04 |
| 12000 - Health Occupations                                       |       |
| 12010 - Ambulance Driver   | 20.46 |
| 12011 - Breath Alcohol Technician                                | 22.61 |
| 12012 - Certified Occupational                                   | 27.15 |
| Therapist Assistant  |       |
| 12015 - Certified Physical Therapist                             | 30.32 |
| Assistant  |       |
| 12020 - Dental Assistant   | 20.16 |
| 12025 - Dental Hygienist   | 42.15 |

| 12030 - EKG Technician  | 31.00 |
|---|-------|
| 12035 - Electroneurodiagnostic                                | 31.00 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                          | 20.46 |
| 12071 - Licensed Practical Nurse I                            | 21.76 |
| 12072 - Licensed Practical Nurse II                           | 24.34 |
| 12073 - Licensed Practical Nurse III                          | 24.48 |
| 12100 - Medical Assistant                                     | 16.66 |
| 12130 - Medical Laboratory                                    | 25.73 |
| Technician  |       |
| 12160 - Medical Record Clerk                                  | 20.02 |
| 12190 - Medical Record Technician                             | 24.63 |
| 12195 - Medical Transcriptionist                              | 18.65 |
| 12210 - Nuclear Medicine                                      | 44.95 |
| Technologist  |       |
| 12221 - Nursing Assistant I                                   | 13.50 |
| 12222 - Nursing Assistant II                                  | 15.18 |
| 12223 - Nursing Assistant III                                 | 16.56 |
| 12224 - Nursing Assistant IV                                  | 18.60 |
| 12235 - Optical Dispenser                                     | 25.40 |
| 12236 - Optical Technician                                    | 18.29 |
| 12250 - Pharmacy Technician                                   | 17.53 |
| 12280 - Phlebotomist  | 17.55 |
| 12305 - Radiologic Technologist                               | 33.98 |
| 12305 - Radiologic lecimologist<br>12311 - Registered Nurse I | 32.76 |
| -   |       |
| 12312 - Registered Nurse II                                   | 38.41 |
| 12313 - Registered Nurse II                                   | 38.41 |
| Specialist  | 10 20 |
| 12314 - Registered Nurse III                                  | 49.39 |
| 12315 - Registered Nurse III                                  | 49.39 |
| Anesthetist   |       |
| 12316 - Registered Nurse IV                                   | 59.22 |
| 12317 - Scheduler (Drug and Alcohol                           | 26.17 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment                             | 27.90 |
| Counselor   |       |
| 13000 - Information And Arts                                  |       |
| Occupations   |       |
| 13011 - Exhibits Specialist I                                 | 27.03 |
| 13012 - Exhibits Specialist II                                | 30.45 |
| 13013 - Exhibits Specialist III                               | 35.58 |
| 13041 - Illustrator I   | 25.89 |
| 13042 - Illustrator II  | 30.45 |
| 13043 - Illustrator III                                       | 35.58 |
| 13047 - Librarian   | 34.04 |
| 13050 - Library Aide/Clerk                                    | 15.79 |
| 13054 - Library Information                                   | 27.99 |
| Technology Systems  |       |
| Administrator   |       |

|   | 01 (7 |
|---|-------|
| 13058 - Library Technician                    | 21.67 |
| 13061 - Media Specialist I                    | 21.21 |
| 13062 - Media Specialist II                   | 23.84 |
| 13063 - Media Specialist III                  | 26.70 |
| 13071 - Photographer I                        | 20.99 |
| 13072 - Photographer II                       | 23.82 |
| 13073 - Photographer III                      | 29.53 |
| 13074 - Photographer IV                       | 35.58 |
| 13075 - Photographer V                        | 43.04 |
| 13090 - Technical Order Library               | 18.15 |
| Clerk   |       |
| 13110 - Video Teleconference                  | 24.33 |
| Technician                                    |       |
| 14000 - Information Technology                |       |
| Occupations                                   |       |
| 14041 - Computer Operator I                   | 19.00 |
| 14042 - Computer Operator II                  | 21.26 |
|   | 23.71 |
| 14043 - Computer Operator III                 |       |
| 14044 - Computer Operator IV                  | 26.35 |
| 14045 - Computer Operator V                   | 29.17 |
| 14071 - Computer Programmer I (see 1)         | 27.56 |
| <b>14072 - Computer Programmer II</b> (see 1) |       |
| 14073 - Computer Programmer III (see 1)       |       |
| 14074 - Computer Programmer IV (see 1)        |       |
| 14101 - Computer Systems Analyst I (see 1)    |       |
| 14102 - Computer Systems Analyst II (see 1)   |       |
| 14103 - Computer Systems Analyst III (see 1)  |       |
| 14150 - Peripheral Equipment                  | 19.00 |
| Operator                                      |       |
| 14160 - Personal Computer Support             | 26.35 |
| Technician                                    |       |
| 14170 - System Support Specialist             | 29.17 |
| 15000 - Instructional Occupations             | ,,    |
| 15010 - Aircrew Training Devices              | 39.54 |
| Instructor (Non-Rated)                        | 59.54 |
|   | 43.75 |
| 15020 - Aircrew Training Devices              | 43.75 |
| Instructor (Rated)                            | F1 C0 |
| 15030 - Air Crew Training Devices             | 51.69 |
| Instructor (Pilot)                            |       |
| 15050 - Computer Based Training               | 39.54 |
| Specialist / Instructor                       |       |
| 15060 - Educational Technologist              | 36.21 |
| 15070 - Flight Instructor (Pilot)             | 51.69 |
| 15080 - Graphic Artist                        | 27.68 |
| 15085 - Maintenance Test Pilot Fixed          | 47.77 |
| Jet/Prop                                      |       |
| 15086 - Maintenance Test Pilot                | 47.77 |
| Rotary Wing                                   |       |

| 15088 - Non-Maintenance Test/Co-       | 47.77 |
|--|-------|
| Pilot                                  |       |
| 15090 - Technical Instructor           | 27.17 |
| 15095 - Technical Instructor/Course    | 31.35 |
| Developer                              |       |
| 15110 - Test Proctor                   | 20.72 |
| 15120 - Tutor                          | 20.72 |
| 16000 - Laundry Dry-Cleaning Pressing  |       |
| And Related Occupations                |       |
| 16010 - Assembler                      | 15.31 |
| 16030 - Counter Attendant              | 15.31 |
| 16040 - Dry Cleaner                    | 17.50 |
| 16070 - Finisher Flatwork Machine      | 15.31 |
| 16090 - Presser Hand                   | 15.31 |
| 16110 - Presser Machine Drycleaning    | 15.31 |
| 16130 - Presser Machine Shirts         | 15.31 |
| 16160 - Presser Machine Wearing        | 15.31 |
| Apparel Laundry                        |       |
| 16190 - Sewing Machine Operator        | 18.23 |
| 16220 - Tailor                         | 18.96 |
| 16250 - Washer Machine                 | 16.04 |
| 19000 - Machine Tool Operation And     |       |
| Repair Occupations                     |       |
| 19010 - Machine-Tool Operator (Tool    | 27.10 |
| Room)                                  |       |
| 19040 - Tool And Die Maker             | 31.67 |
| 21000 - Materials Handling And Packing |       |
| Occupations                            |       |
| 21020 - Forklift Operator              | 19.96 |
| 21030 - Material Coordinator           | 24.97 |
| 21040 - Material Expediter             | 24.97 |
| 21050 - Material Handling Laborer      | 15.14 |
| 21071 - Order Filler                   | 14.28 |
| 21080 - Production Line Worker (Food   | 19.96 |
| Processing)                            |       |
| 21110 - Shipping Packer                | 17.35 |
| 21130 - Shipping/Receiving Clerk       | 17.35 |
| 21140 - Store Worker I                 | 13.60 |
| 21150 - Stock Clerk                    | 18.91 |
| 21210 - Tools And Parts Attendant      | 19.96 |
| 21410 - Warehouse Specialist           | 19.96 |
| 23000 - Mechanics And Maintenance And  |       |
| Repair Occupations                     |       |
| 23010 - Aerospace Structural Welder    | 29.87 |
| 23019 - Aircraft Logs and Records      | 24.02 |
| Technician                             |       |
| 23021 - Aircraft Mechanic I            | 28.86 |
| 23022 - Aircraft Mechanic II           | 29.87 |
| 23023 - Aircraft Mechanic III          | 31.02 |
|  |       |

| 23040 - Aircraft Mechanic Helper                                     | 20.73          |
|--|----------------|
| 23050 - Aircraft Painter   | 27.10          |
| 23060 - Aircraft Servicer  | 24.02          |
| 23070 - Aircraft Survival Flight                                     | 27.10          |
| Equipment Technician   |                |
| 23080 - Aircraft Worker  | 25.52          |
| 23091 - Aircrew Life Support   | 25.52          |
| Equipment (ALSE) Mechanic  | 20102          |
| I  |                |
| 23092 - Aircrew Life Support   | 28.86          |
| Equipment (ALSE) Mechanic  | 20.00          |
|  |                |
| 23110 - Appliance Mechanic   | 26.37          |
|  |                |
| 23120 - Bicycle Repairer   | 18.89          |
| 23125 - Cable Splicer  | 31.81          |
| 23130 - Carpenter Maintenance  | 29.55          |
| 23140 - Carpet Layer   | 27.98          |
| 23160 - Electrician Maintenance                                      | 36.84          |
| 23181 - Electronics Technician                                       | 25.72          |
| Maintenance I  |                |
| 23182 - Electronics Technician                                       | 27.39          |
| Maintenance II   |                |
| 23183 - Electronics Technician                                       | 28.55          |
| Maintenance III  |                |
| 23260 - Fabric Worker  | 26.22          |
| 23290 - Fire Alarm System Mechanic                                   | 28.55          |
| 23310 - Fire Extinguisher Repairer                                   | 22.48          |
| 23311 - Fuel Distribution System                                     | 29.94          |
| Mechanic   |                |
| 23312 - Fuel Distribution System                                     | 24.09          |
| Operator   |                |
| 23370 - General Maintenance Worker                                   | 19.92          |
| 23380 - Ground Support Equipment                                     | 28.86          |
| Mechanic   |                |
| 23381 - Ground Support Equipment                                     | 24.02          |
| Servicer   |                |
| 23382 - Ground Support Equipment                                     | 25.52          |
| Worker   | 20.02          |
| 23391 - Gunsmith I   | 22.48          |
| 23392 - Gunsmith II  | 25.72          |
| 23393 - Gunsmith III   | 28.86          |
| 23410 - Heating Ventilation And Air-                                 | 26.97          |
| Conditioning   | 20.91          |
| Mechanic   |                |
|  |                |
| 23411 - Heating Ventilation And Air                                  | 29.04          |
| Contidioning   |                |
| Mechanic (Research Facility)   | 00 05          |
| 23430 - Heavy Equipment Mechanic<br>23440 - Heavy Equipment Operator | 28.85<br>32.91 |
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| 23460 -   | Instrument Mechanic                                   | 30.86          |
|-----------|---|----------------|
| 23465 -   | Laboratory/Shelter Mechanic                           | 27.39          |
|           | Laborer   | 15.14          |
|           | Locksmith   | 27.10          |
|           | Machinery Maintenance                                 | 27.59          |
| Mechanic  |   |                |
| 23550 -   | Machinist Maintenance                                 | 23.88          |
|           | Maintenance Trades Helper                             | 19.69          |
|           | Metrology Technician I                                | 30.86          |
|           | Metrology Technician II                               | 33.24          |
|           | Metrology Technician III                              | 34.64          |
|           | Millwright  | 29.72          |
|           | Office Appliance Repairer                             | 27.10          |
|           | Painter Maintenance                                   | 27.10          |
|           | Pipefitter Maintenance                                | 29.88          |
|           | Plumber Maintenance                                   | 27.42          |
|           | Pneudraulic Systems Mechanic                          | 28.86          |
| 23850 -   |   | 28.55          |
|           | Scale Mechanic  | 25.72          |
|           | Sheet-Metal Worker                                    | 35.96          |
| Maintenan |   | 00.90          |
|           | Small Engine Mechanic                                 | 24.76          |
|           | Telecommunications Mechanic                           | 39.77          |
| I         |   | 00.11          |
| —         | Telecommunications Mechanic                           | 41.60          |
| II        |   | 11.00          |
|           | Telephone Lineman                                     | 42.42          |
|           | Welder Combination                                    | 22.17          |
| Maintenan |   | -              |
|           | Well Driller  | 28.55          |
|           | Woodcraft Worker                                      | 29.26          |
|           | Woodworker  | 26.66          |
|           | ersonal Needs Occupations                             |                |
|           | Case Manager  | 22.13          |
|           | Child Care Attendant                                  | 13.05          |
| 24580 -   | Child Care Center Clerk                               | 16.46          |
| 24610 -   | Chore Aide  | 14.05          |
| 24620 -   | Family Readiness And Support                          | 22.13          |
| Services  |   |                |
| Coordin   | ator  |                |
| 24630 -   | Homemaker   | 22.13          |
| 25000 - P | lant And System Operations                            |                |
| Occupatio |   |                |
| -         | Boiler Tender   | 29.03          |
| 25040 -   | Sewage Plant Operator                                 | 25.19          |
|           | Stationary Engineer                                   | 29.03          |
|           |   |                |
|           | Ventilation Equipment Tender                          | 21.58          |
|           | Ventilation Equipment Tender<br>Water Treatment Plant | 21.58<br>25.19 |

| 27000 - Protective Service Occupations       |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                        |      |    | 22.30 |
| 27007 - Baggage Inspector                    |      |    | 17.81 |
| 27008 - Corrections Officer                  |      |    | 30.97 |
| 27010 - Court Security Officer               |      |    | 30.66 |
| 27030 - Detection Dog Handler                |      |    | 20.36 |
| 27040 - Detention Officer                    |      |    | 30.97 |
| 27070 - Firefighter                          |      |    | 31.42 |
| 27101 - Guard I                              |      |    | 17.81 |
| 27101 Guard I<br>27102 - Guard II            |      |    | 20.36 |
| 27102 - Guard II<br>27131 - Police Officer I |      |    | 32.37 |
| 27132 - Police Officer II                    |      |    | 35.94 |
| 28000 - Recreation Occupations               |      |    | 55.94 |
| _  |      |    | 17.02 |
| 28041 - Carnival Equipment Operator          |      |    |       |
| 28042 - Carnival Equipment Repairer          |      |    | 18.44 |
| 28043 - Carnival Worker                      |      |    | 12.64 |
| 28210 - Gate Attendant/Gate Tender           |      |    | 19.95 |
| 28310 - Lifeguard                            |      |    | 14.60 |
| 28350 - Park Attendant (Aide)                |      |    | 22.34 |
| 28510 - Recreation Aide/Health               |      |    | 17.34 |
| Facility Attendant                           |      |    |       |
| 28515 - Recreation Specialist                |      |    | 27.23 |
| 28630 - Sports Official                      |      |    | 17.78 |
| 28690 - Swimming Pool Operator               |      |    | 21.11 |
| 29000 - Stevedoring/Longshoremen             |      |    |       |
| Occupational Services                        |      |    |       |
| 29010 - Blocker And Bracer                   |      |    | 26.00 |
| 29020 - Hatch Tender                         |      |    | 26.00 |
| 29030 - Line Handler                         |      |    | 26.00 |
| 29041 - Stevedore I                          |      |    | 24.25 |
| 29042 - Stevedore II                         |      |    | 27.10 |
| 30000 - Technical Occupations                |      |    |       |
| 30010 - Air Traffic Control                  | (see | 2) | 46.55 |
| Specialist Center (HFO)                      |      |    |       |
| 30011 - Air Traffic Control                  | (see | 2) | 32.10 |
| Specialist Station (HFO)                     |      |    |       |
| 30012 - Air Traffic Control                  |      |    | 35.35 |
| Specialist Terminal (HFO) (see 2)            |      |    |       |
| 30021 - Archeological Technician I           |      |    | 19.91 |
| 30022 - Archeological Technician II          |      |    | 22.27 |
| 30023 - Archeological Technician III         |      |    | 27.59 |
| 30030 - Cartographic Technician              |      |    | 27.59 |
| 30040 - Civil Engineering Technician         |      |    | 27.59 |
| 30051 - Cryogenic Technician I               |      |    | 30.55 |
| 30052 - Cryogenic Technician II              |      |    | 33.74 |
| 30061 - Drafter/CAD Operator I               |      |    | 19.91 |
| 30062 - Drafter/CAD Operator II              |      |    | 22.27 |
| 30063 - Drafter/CAD Operator III             |      |    | 24.82 |
| 30064 - Drafter/CAD Operator IV              |      |    | 30.55 |
|  |      |    |       |

|                                      |      |    | 10 00 |
|--------------------------------------|------|----|-------|
| 30081 - Engineering Technician I     |      |    | 19.62 |
| 30082 - Engineering Technician II    |      |    | 22.47 |
| 30083 - Engineering Technician III   |      |    | 25.28 |
| 30084 - Engineering Technician IV    |      |    | 31.22 |
| 30085 - Engineering Technician V     |      |    | 39.40 |
| 30086 - Engineering Technician VI    |      |    | 43.34 |
| 30090 - Environmental Technician     |      |    | 26.77 |
| 30095 - Evidence Control Specialist  |      |    | 27.59 |
| 30210 - Laboratory Technician        |      |    | 24.82 |
| 30221 - Latent Fingerprint           |      |    | 30.55 |
| Technician I                         |      |    |       |
| 30222 - Latent Fingerprint           |      |    | 33.74 |
| Technician II                        |      |    |       |
| 30240 - Mathematical Technician      |      |    | 27.59 |
| 30361 - Paralegal/Legal Assistant I  |      |    | 23.02 |
| 30362 - Paralegal/Legal Assistant II |      |    | 28.52 |
| 30363 - Paralegal/Legal Assistant    |      |    | 35.39 |
| III                                  |      |    |       |
| 30364 - Paralegal/Legal Assistant IV |      |    | 42.21 |
| 30375 - Petroleum Supply Specialist  |      |    | 33.74 |
| 30390 - Photo-Optics Technician      |      |    | 27.59 |
| 30395 - Radiation Control Technician |      |    | 33.74 |
| 30461 - Technical Writer I           |      |    | 27.81 |
| 30462 - Technical Writer II          |      |    | 33.74 |
| 30463 - Technical Writer III         |      |    | 40.84 |
| 30491 - Unexploded Ordnance (UXO)    |      |    | 29.58 |
| Technician I                         |      |    |       |
| 30492 - Unexploded Ordnance (UXO)    |      |    | 35.79 |
| Technician II                        |      |    |       |
| 30493 - Unexploded Ordnance (UXO)    |      |    | 42.90 |
| Technician III                       |      |    |       |
| 30494 - Unexploded (UXO) Safety      |      |    | 29.58 |
| Escort                               |      |    |       |
| 30495 - Unexploded (UXO) Sweep       |      |    | 29.58 |
| Personnel                            |      |    |       |
| 30501 - Weather Forecaster I         |      |    | 30.55 |
| 30502 - Weather Forecaster II        |      |    | 37.17 |
|                                      | (see | 2) | 24.82 |
| Upper Air Or                         |      | ,  |       |
| Surface Programs                     |      |    |       |
| -                                    | (see | 2) | 27.59 |
| 31000 - Transportation/Mobile        |      | ,  |       |
| Equipment Operation Occupations      |      |    |       |
| 31010 - Airplane Pilot               |      |    | 35.79 |
| 31020 - Bus Aide                     |      |    | 15.14 |
| 31030 - Bus Driver                   |      |    | 21.05 |
| 31043 - Driver Courier               |      |    | 16.45 |
| 31260 - Parking and Lot Attendant    |      |    | 13.03 |
| 31290 - Shuttle Bus Driver           |      |    | 18.81 |
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| 31310 - Taxi Driver                 | 17.05 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 17.80 |
| 31362 - Truckdriver Medium          | 19.15 |
| 31363 - Truckdriver Heavy           | 24.52 |
| 31364 - Truckdriver Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 17.45 |
| 99030 - Cashier                     | 12.50 |
| 99050 - Desk Clerk                  | 17.45 |
| 99095 - Embalmer                    | 34.44 |
| 99130 - Flight Follower             | 29.58 |
| 99251 - Laboratory Animal Caretaker | 16.82 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 18.23 |
| II                                  |       |
| 99260 - Marketing Analyst           | 28.60 |
| 99310 - Mortician                   | 34.44 |
| 99410 - Pest Controller             | 24.18 |
| 99510 - Photofinishing Worker       | 16.23 |
| 99710 - Recycling Laborer           | 22.02 |
| 99711 - Recycling Specialist        | 26.56 |
| 99730 - Refuse Collector            | 21.16 |
| 99810 - Sales Clerk                 | 14.70 |
| 99820 - School Crossing Guard       | 14.55 |
| 99830 - Survey Party Chief          | 22.56 |
| 99831 - Surveying Aide              | 14.74 |
| 99832 - Surveying Technician        | 20.42 |
| 99840 - Vending Machine Attendant   | 20.68 |
| 99841 - Vending Machine Repairer    | 25.65 |
| 99842 - Vending Machine Repairer    | 20.68 |
| 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

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 SCAcovered 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:

 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).

\*\* 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.

### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

and cleaning of artillery ranges.

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

### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4157

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 16 Date Of Last Revision: 12/27/2021

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

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

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

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

State: New York

Area: New York Counties of Nassau Suffolk

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 19.16 |
| 01012 - Accounting Clerk II        |          | 21.53 |
| 01013 - Accounting Clerk III       |          | 24.07 |
| 01020 - Administrative Assistant   |          | 36.15 |
| 01035 - Court Reporter             |          | 34.85 |
| 01041 - Customer Service           |          | 16.76 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 18.29 |
| Representative II                  |          |       |

| 01043 - Customer Service                      | 2 | 20.54   |
|---|---|---------|
| Representative III                            | - | 1 7 0 0 |
| 01051 - Data Entry Operator I                 |   | 17.08   |
| 01052 - Data Entry Operator II                |   | 18.63   |
| 01060 - Dispatcher Motor Vehicle              |   | 25.79   |
| 01070 - Document Preparation Clerk            |   | 17.13   |
| 01090 - Duplicating Machine Operator          |   | 17.13   |
| 01111 - General Clerk I                       |   | 15.53   |
| 01112 - General Clerk II                      | - | 17.49   |
| 01113 - General Clerk III                     | - | 19.02   |
| 01120 - Housing Referral Assistant            |   | 26.92   |
| 01141 - Messenger Courier                     | - | 17.19   |
| 01191 - Order Clerk I                         | - | 19.59   |
| 01192 - Order Clerk II                        |   | 20.45   |
| 01261 - Personnel Assistant                   | - | 18.96   |
| (Employment) I                                |   |         |
| 01262 - Personnel Assistant                   | 2 | 21.22   |
| (Employment) II                               |   |         |
| 01263 - Personnel Assistant                   |   | 23.66   |
| (Employment) III                              |   |         |
| 01270 - Production Control Clerk              |   | 25.78   |
| 01290 - Rental Clerk                          |   | 18.04   |
| 01300 - Scheduler Maintenance                 |   | 21.57   |
| 01311 - Secretary I                           |   | 21.57   |
| 01312 - Secretary II                          |   | 24.82   |
| 01312 - Secretary II<br>01313 - Secretary III |   | 26.92   |
| 01320 - Service Order Dispatcher              |   | 20.50   |
| 01410 - Supply Technician                     |   | 36.15   |
| 01420 - Survey Worker                         |   | 21.68   |
| 01420 - Survey worker<br>01460 - Switchboard  |   | 17.45   |
| Operator/Receptionist                         | - | 1/.40   |
| 01531 - Travel Clerk I                        |   | 17.80   |
|   |   |         |
| 01532 - Travel Clerk II                       |   | 19.28   |
| 01533 - Travel Clerk III                      |   | 20.93   |
| 01611 - Word Processor I                      |   | 17.91   |
| 01612 - Word Processor II                     |   | 20.16   |
| 01613 - Word Processor III                    | 2 | 22.50   |
| 05000 - Automotive Service Occupations        |   |         |
| 05005 - Automobile Body Repairer              | 2 | 28.50   |
| Fiberglass                                    | _ |         |
|   |   | 28.50   |
| 05040 - Automotive Glass Installer            |   | 27.31   |
| 05070 - Automotive Worker                     |   | 27.31   |
| 05110 - Mobile Equipment Servicer             |   | 20.80   |
| 05130 - Motor Equipment Metal                 |   | 29.80   |
| Mechanic                                      |   |         |
| 05160 - Motor Equipment Metal Worker          |   | 27.31   |
| 05190 - Motor Vehicle Mechanic                |   | 29.68   |
|   |   |         |

| 05220 - Motor Vehicle Mechanic       | 23.15   |
|--------------------------------------|---------|
| Helper                               | 0 ( 1 ) |
| 05250 - Motor Vehicle Upholstery     | 26.12   |
| Worker                               | 07 01   |
| 05280 - Motor Vehicle Wrecker        | 27.31   |
| 05310 - Painter Automotive           | 28.50   |
| 05340 - Radiator Repair Specialist   | 27.31   |
| 05370 - Tire Repairer                | 16.92   |
| 05400 - Transmission Repair          | 29.68   |
| Specialist                           |         |
| 07000 - Food Preparation And Service |         |
| Occupations                          | 10 55   |
| 07010 - Baker                        | 18.55   |
| 07041 - Cook I                       | 18.13   |
| 07042 - Cook II                      | 20.24   |
| 07070 - Dishwasher                   | 13.83   |
| 07130 - Food Service Worker          | 14.12   |
| 07210 - Meat Cutter                  | 22.64   |
| 07260 - Waiter/Waitress              | 15.14   |
| 09000 - Furniture Maintenance And    |         |
| Repair Occupations                   |         |
| 09010 - Electrostatic Spray Painter  | 22.16   |
| 09040 - Furniture Handler            | 16.83   |
| 09080 - Furniture Refinisher         | 22.16   |
| 09090 - Furniture Refinisher Helper  | 18.01   |
| 09110 - Furniture Repairer Minor     | 20.37   |
| 09130 - Upholsterer                  | 24.38   |
| 11000 - General Services And Support |         |
| Occupations                          |         |
| 11030 - Cleaner Vehicles             | 15.24   |
| 11060 - Elevator Operator            | 17.27   |
| 11090 - Gardener                     | 21.29   |
| 11122 - Housekeeping Aide            | 17.27   |
| 11150 - Janitor                      | 17.27   |
| 11210 - Laborer Grounds Maintenance  | 17.51   |
| 11240 - Maid or Houseman             | 15.74   |
| 11260 - Pruner                       | 16.27   |
| 11270 - Tractor Operator             | 20.04   |
| 11330 - Trail Maintenance Worker     | 17.51   |
| 11360 - Window Cleaner               | 18.59   |
| 12000 - Health Occupations           |         |
| 12010 - Ambulance Driver             | 25.29   |
| 12011 - Breath Alcohol Technician    | 25.29   |
| 12012 - Certified Occupational       | 33.97   |
| Therapist Assistant                  |         |
| 12015 - Certified Physical Therapist | 30.02   |
| Assistant                            |         |
| 12020 - Dental Assistant             | 21.30   |
| 12025 - Dental Hygienist             | 47.34   |

| 12030 - EKG Technician                                     | 35.71 |
|--|-------|
| 12035 - Electroneurodiagnostic                             | 35.71 |
| Technologist   |       |
| 12040 - Emergency Medical Technician                       | 25.29 |
| 12071 - Licensed Practical Nurse I                         | 23.69 |
| 12072 - Licensed Practical Nurse II                        | 24.91 |
| 12073 - Licensed Practical Nurse III                       | 27.77 |
| 12100 - Medical Assistant                                  | 18.71 |
| 12130 - Medical Laboratory                                 | 34.18 |
| Technician   |       |
| 12160 - Medical Record Clerk                               | 22.19 |
| 12190 - Medical Record Technician                          | 24.81 |
| 12195 - Medical Transcriptionist                           | 21.37 |
| 12210 - Nuclear Medicine                                   | 44.71 |
| Technologist   |       |
| 12221 - Nursing Assistant I                                | 14.14 |
| 12222 - Nursing Assistant II                               | 15.88 |
| 12223 - Nursing Assistant III                              | 17.33 |
| 12224 - Nursing Assistant IV                               | 19.47 |
| 12235 - Optical Dispenser                                  | 28.25 |
| 12236 - Optical Technician                                 | 17.81 |
| 12250 - Pharmacy Technician                                | 17.20 |
| 12280 - Phlebotomist                                       | 23.02 |
| 12305 - Radiologic Technologist                            | 37.34 |
| 12311 - Registered Nurse I                                 | 32.76 |
| 12312 - Registered Nurse I<br>12312 - Registered Nurse II  | 38.41 |
| 12312 - Registered Nurse II<br>12313 - Registered Nurse II | 38.41 |
| Specialist   | J0.41 |
| -  | 49.39 |
| 12314 - Registered Nurse III                               | 49.39 |
| 12315 - Registered Nurse III<br>Anesthetist                | 49.39 |
|  |       |
| 12316 - Registered Nurse IV                                | 59.22 |
| 12317 - Scheduler (Drug and Alcohol                        | 30.85 |
| Testing)   |       |
| 12320 - Substance Abuse Treatment                          | 27.76 |
| Counselor  |       |
| 13000 - Information And Arts                               |       |
| Occupations  |       |
| 13011 - Exhibits Specialist I                              | 27.27 |
| 13012 - Exhibits Specialist II                             | 33.78 |
| 13013 - Exhibits Specialist III                            | 41.32 |
| 13041 - Illustrator I                                      | 28.35 |
| 13042 - Illustrator II                                     | 33.23 |
| 13043 - Illustrator III                                    | 40.66 |
| 13047 - Librarian  | 37.25 |
| 13050 - Library Aide/Clerk                                 | 17.64 |
| 13054 - Library Information                                | 32.65 |
| Technology Systems   |       |
| Administrator  |       |

| 13058 - Library Technician                   | 25.62 |
|--|-------|
| 13061 - Media Specialist I                   | 23.57 |
| 13062 - Media Specialist II                  | 26.35 |
| 13063 - Media Specialist III                 | 29.39 |
| 13071 - Photographer I                       | 21.29 |
| 13072 - Photographer II                      | 24.62 |
| 13073 - Photographer III                     | 32.88 |
| 13074 - Photographer IV                      | 44.26 |
| 13075 - Photographer V                       | 50.85 |
| 13090 - Technical Order Library              | 22.16 |
| Clerk  |       |
| 13110 - Video Teleconference                 | 27.98 |
| Technician                                   |       |
| 14000 - Information Technology               |       |
| Occupations                                  |       |
| 14041 - Computer Operator I                  | 20.90 |
| 14042 - Computer Operator II                 | 23.39 |
| 14043 - Computer Operator III                | 26.08 |
| 14044 - Computer Operator IV                 | 28.99 |
| 14045 - Computer Operator V                  | 32.09 |
| 14071 - Computer Programmer I (see 1)        | 27.56 |
| 14072 - Computer Programmer II (see 1)       |       |
| 14073 - Computer Programmer III (see 1)      |       |
| 14074 - Computer Programmer IV (see 1)       |       |
| 14101 - Computer Systems Analyst I (see 1)   |       |
| 14102 - Computer Systems Analyst II (see 1)  |       |
| 14103 - Computer Systems Analyst III (see 1) |       |
| 14150 - Peripheral Equipment                 | 20.90 |
| Operator                                     |       |
| 14160 - Personal Computer Support            | 28.99 |
| Technician                                   |       |
| 14170 - System Support Specialist            | 39.59 |
| 15000 - Instructional Occupations            |       |
| 15010 - Aircrew Training Devices             | 39.54 |
| Instructor (Non-Rated)                       |       |
| 15020 - Aircrew Training Devices             | 43.75 |
| Instructor (Rated)                           |       |
| 15030 - Air Crew Training Devices            | 52.46 |
| Instructor (Pilot)                           |       |
| 15050 - Computer Based Training              | 39.54 |
| Specialist / Instructor                      |       |
| 15060 - Educational Technologist             | 38.23 |
| 15070 - Flight Instructor (Pilot)            | 52.46 |
| 15080 - Graphic Artist                       | 33.31 |
| 15085 - Maintenance Test Pilot Fixed         | 50.36 |
| Jet/Prop                                     |       |
| 15086 - Maintenance Test Pilot               | 50.36 |
| Rotary Wing                                  |       |

| 15095 - Technical Instructor/Course39Developer2515110 - Test Proctor2515120 - Tutor2516000 - Laundry Dry-Cleaning Pressing25And Related Occupations1716010 - Assembler1716030 - Counter Attendant1716040 - Dry Cleaner1916070 - Finisher Flatwork Machine1716100 - Presser Hand1716100 - Presser Machine Drycleaning1716100 - Presser Machine Shirts1716100 - Presser Machine Wearing1716100 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And<br>Repair Occupations17 | 20   |
|--|--|
| 15095 - Technical Instructor/Course39Developer2515110 - Test Proctor2515120 - Tutor2516000 - Laundry Dry-Cleaning Pressing25And Related Occupations1716010 - Assembler1716030 - Counter Attendant1716040 - Dry Cleaner1916070 - Finisher Flatwork Machine1716100 - Presser Hand1716100 - Presser Machine Drycleaning1716100 - Presser Machine Shirts1716100 - Presser Machine Wearing1716100 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And<br>Repair Occupations17 | 22<br>56<br>56<br>13<br>13<br>58<br>13<br>13<br>13<br>13<br>13<br>13<br>39<br>20 |
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| 15110 - Test Proctor2515120 - Tutor2516000 - Laundry Dry-Cleaning PressingAnd Related OccupationsAnd Related Occupations1716010 - Assembler1716030 - Counter Attendant1716040 - Dry Cleaner1916070 - Finisher Flatwork Machine1716090 - Presser Hand1716110 - Presser Machine Drycleaning1716130 - Presser Machine Shirts1716160 - Presser Machine Wearing1716160 - Presser Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And<br>Repair Occupations17                           | 56<br>13<br>13<br>58<br>13<br>13<br>13<br>13<br>13<br>13<br>39<br>20             |
| 15120 - Tutor2516000 - Laundry Dry-Cleaning PressingAnd Related OccupationsAnd Related Occupations1716010 - Assembler1716030 - Counter Attendant1716040 - Dry Cleaner1916070 - Finisher Flatwork Machine1716090 - Presser Hand1716110 - Presser Machine Drycleaning1716130 - Presser Machine Shirts1716160 - Presser Machine Wearing1716160 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation AndRepair Occupations  | 56<br>13<br>13<br>58<br>13<br>13<br>13<br>13<br>13<br>13<br>39<br>20             |
| 16000 - Laundry Dry-Cleaning PressingAnd Related Occupations16010 - Assembler1716030 - Counter Attendant1716040 - Dry Cleaner1916070 - Finisher Flatwork Machine1716090 - Presser Hand1716110 - Presser Machine Drycleaning1716130 - Presser Machine Shirts1716160 - Presser Machine Wearing1716160 - Presser Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And17Repair Occupations17   | 13<br>58<br>13<br>13<br>13<br>13<br>13<br>13<br>39<br>20                         |
| And Related Occupations1716010 - Assembler1716030 - Counter Attendant1716040 - Dry Cleaner1916070 - Finisher Flatwork Machine1716090 - Presser Hand1716110 - Presser Machine Drycleaning1716130 - Presser Machine Shirts1716160 - Presser Machine Wearing1716160 - Presser Machine Wearing1716160 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And17Repair Occupations17  | 13<br>58<br>13<br>13<br>13<br>13<br>13<br>39<br>20                               |
| 16010 - Assembler1716030 - Counter Attendant1716040 - Dry Cleaner1916070 - Finisher Flatwork Machine1716090 - Presser Hand1716110 - Presser Machine Drycleaning1716130 - Presser Machine Shirts1716160 - Presser Machine Wearing1716160 - Presser Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And17Repair Occupations17   | 13<br>58<br>13<br>13<br>13<br>13<br>13<br>39<br>20                               |
| 16030 - Counter Attendant1716040 - Dry Cleaner1916070 - Finisher Flatwork Machine1716090 - Presser Hand1716110 - Presser Machine Drycleaning1716130 - Presser Machine Shirts1716160 - Presser Machine Wearing1716160 - Presser Machine Operator2016190 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And17Repair Occupations17   | 13<br>58<br>13<br>13<br>13<br>13<br>13<br>39<br>20                               |
| 16040 - Dry Cleaner1916070 - Finisher Flatwork Machine1716090 - Presser Hand1716110 - Presser Machine Drycleaning1716130 - Presser Machine Shirts1716160 - Presser Machine Wearing1716160 - Presser Machine Operator2016190 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And17Repair Occupations17  | 58<br>13<br>13<br>13<br>13<br>13<br>39<br>20                                     |
| 16070 - Finisher Flatwork Machine1716090 - Presser Hand1716110 - Presser Machine Drycleaning1716130 - Presser Machine Shirts1716160 - Presser Machine Wearing1716160 - Presser Machine Operator2016190 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And17Repair Occupations17   | 13<br>13<br>13<br>13<br>13<br>39<br>20   |
| 16090 - Presser Hand1716110 - Presser Machine Drycleaning1716130 - Presser Machine Shirts1716160 - Presser Machine Wearing1716160 - Sewing Machine Operator2016190 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And17Repair Occupations17   | 13<br>13<br>13<br>13<br>39<br>20   |
| 16110 - Presser Machine Drycleaning1716130 - Presser Machine Shirts1716160 - Presser Machine Wearing17Apparel Laundry1716190 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And17Repair Occupations17   | 13<br>13<br>13<br>39<br>20   |
| 16130 - Presser Machine Shirts1716160 - Presser Machine Wearing17Apparel Laundry1716190 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And17Repair Occupations17  | 13<br>13<br>39<br>20   |
| 16160 - Presser Machine Wearing17Apparel Laundry2016190 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And17Repair Occupations20  | 13<br>39<br>20   |
| Apparel Laundry16190 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And17Repair Occupations21   | 39<br>20   |
| 16190 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And17Repair Occupations20  | 20   |
| 16190 - Sewing Machine Operator2016220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation And17Repair Occupations20  | 20   |
| 16220 - Tailor2116250 - Washer Machine1719000 - Machine Tool Operation AndRepair Occupations   |  |
| 16250 - Washer Machine1719000 - Machine Tool Operation AndRepair Occupations   | 94   |
| 19000 - Machine Tool Operation And<br>Repair Occupations   |  |
| Repair Occupations   |  |
|  |  |
| <b>19010 - Machine-Tool Operator (Tool</b> 25)   | 28   |
| Room)  | 20   |
|  | 49   |
| 21000 - Materials Handling And Packing   | ΤJ   |
| Occupations  |  |
| -  | 48   |
| -  | 78   |
|  | 78   |
| <b>21040 - Material Expeditor</b> 255<br><b>21050 - Material Handling Laborer</b> 15   |  |
| 21050 - Material Handring Laborer1521071 - Order Filler17  |  |
|  | 48   |
| •  | 40   |
| Processing)  | 10   |
|  | 49   |
|  | 49   |
|  | 62   |
|  | 80   |
|  | 48   |
| -  | 48   |
| 23000 - Mechanics And Maintenance And  |  |
| Repair Occupations   | 6.6  |
| -  | 63   |
| 2  | 40   |
| Technician   |  |
| <b>23021 - Aircraft Mechanic I</b> 38  | 14   |
|  |  |
|  | 63   |

| 23040 - Aircraft Mechanic Helper   | 29.68          |
|--|----------------|
| 23050 - Aircraft Painter   | 36.71          |
| 23060 - Aircraft Servicer  | 33.40          |
| 23070 - Aircraft Survival Flight   | 36.71          |
| Equipment Technician   |                |
| 23080 - Aircraft Worker  | 35.20          |
| 23091 - Aircrew Life Support   | 35.20          |
| Equipment (ALSE) Mechanic  |                |
| I  |                |
| 23092 - Aircrew Life Support   | 38.14          |
| Equipment (ALSE) Mechanic  |                |
| II   |                |
| 23110 - Appliance Mechanic   | 24.38          |
| 23120 - Bicycle Repairer   | 23.87          |
| 23125 - Cable Splicer  | 46.85          |
| 23130 - Carpenter Maintenance  | 30.97          |
| 23140 - Carpet Layer   | 32.96          |
| 23160 - Electrician Maintenance  | 37.18          |
| 23181 - Electronics Technician   | 29.09          |
| Maintenance I  | 27.05          |
| 23182 - Electronics Technician   | 30.34          |
| Maintenance II   | 50.54          |
| 23183 - Electronics Technician   | 31.52          |
| Maintenance III  | JI.JZ          |
| 23260 - Fabric Worker  | 34.74          |
| 23290 - Fire Alarm System Mechanic                                       | 28.97          |
| 23290 - Fire Alarm System Mechanic<br>23310 - Fire Extinguisher Repairer | 27.72          |
| 23310 - File Exclinguisher Repairer<br>23311 - Fuel Distribution System  | 39.84          |
| Mechanic   | 59.04          |
| 23312 - Fuel Distribution System   | 33.48          |
| Operator   | 33.40          |
| 23370 - General Maintenance Worker                                       | 24.67          |
| 23380 - Ground Support Equipment   | 38.14          |
| Mechanic   | 30.14          |
| 23381 - Ground Support Equipment   | 33.40          |
| Servicer   | 33.40          |
|  | 25 20          |
| 23382 - Ground Support Equipment<br>Worker                               | 35.20          |
| 23391 - Gunsmith I   | 07 70          |
|  | 27.72<br>30.94 |
| 23392 - Gunsmith II<br>23393 - Gunsmith III                              | 30.94          |
|  |                |
| 23410 - Heating Ventilation And Air-                                     | 31.91          |
| Conditioning<br>Mechanic   |                |
|  | 22 10          |
| 23411 - Heating Ventilation And Air                                      | 33.16          |
| Contidioning   |                |
| Mechanic (Research Facility)   | 20 77          |
| 23430 - Heavy Equipment Mechanic   | 32.77          |
| 23440 - Heavy Equipment Operator   | 42.64          |

| 23460 -  | Instrument Mechanic   | 30.86  |
|--|---|--|
| 23465 -  | Laboratory/Shelter Mechanic   | 32.27  |
|  | Laborer   | 15.95  |
|  | Locksmith   | 26.59  |
|  | Machinery Maintenance   | 29.57  |
| Mechanic   |   |  |
| 23550 -  | Machinist Maintenance   | 24.11  |
|  | Maintenance Trades Helper   | 17.71  |
|  | Metrology Technician I  | 30.86  |
|  | Metrology Technician II   | 33.34  |
|  | Metrology Technician III  | 33.27  |
|  | Millwright  | 40.14  |
|  | Office Appliance Repairer   | 23.55  |
|  | Painter Maintenance   | 26.78  |
|  | Pipefitter Maintenance  | 43.18  |
|  | Plumber Maintenance   | 41.57  |
|  | Pneudraulic Systems Mechanic  | 33.53  |
| 23850 -  |   | 35.67  |
|  | Scale Mechanic  | 30.94  |
|  | Sheet-Metal Worker  | 33.93  |
| Maintenan  |   | 00.00  |
|  | Small Engine Mechanic   | 23.31  |
|  | Telecommunications Mechanic   | 35.34  |
| I  |   | 00.01  |
| —  | Telecommunications Mechanic   | 36.72  |
| II   |   | 50.72  |
|  | Telephone Lineman   | 43.55  |
|  | Welder Combination  | 24.31  |
| Maintenan  |   |  |
|  | Well Driller  | 32.75  |
|  | Woodcraft Worker  | 33.53  |
|  | Woodworker  | 27.72  |
|  | ersonal Needs Occupations   |  |
|  | Case Manager  | 18.40  |
|  |   |  |
| 24570 -  | -   |  |
|  | Child Care Attendant  | 14.62  |
| 24580 -  | Child Care Attendant<br>Child Care Center Clerk   | 14.62<br>18.22   |
| 24580 -<br>24610 -   | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide   | 14.62<br>18.22<br>14.15  |
| 24580 -<br>24610 -<br>24620 -  | Child Care Attendant<br>Child Care Center Clerk   | 14.62<br>18.22   |
| 24580 -<br>24610 -   | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 14.62<br>18.22<br>14.15  |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin   | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 14.62<br>18.22<br>14.15  |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -  | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker  | 14.62<br>18.22<br>14.15<br>18.40                                     |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P   | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 14.62<br>18.22<br>14.15<br>18.40                                     |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio  | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 14.62<br>18.22<br>14.15<br>18.40                                     |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -   | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender   | 14.62<br>18.22<br>14.15<br>18.40                                     |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -                                  | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 14.62<br>18.22<br>14.15<br>18.40<br>18.40<br>42.11<br>36.48          |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25040 -                       | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 14.62<br>18.22<br>14.15<br>18.40<br>18.40<br>42.11<br>36.48<br>42.11 |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25040 -<br>25070 -<br>25190 - | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 14.62<br>18.22<br>14.15<br>18.40<br>18.40<br>42.11<br>36.48          |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 23.43 |
| 27007 - Baggage Inspector              |      |    | 17.98 |
| 27008 - Corrections Officer            |      |    | 41.23 |
| 27010 - Court Security Officer         |      |    | 39.73 |
| 27030 - Detection Dog Handler          |      |    | 20.36 |
| 27040 - Detention Officer              |      |    | 41.23 |
| 27070 - Firefighter                    |      |    | 44.02 |
| 27101 - Guard I                        |      |    | 17.98 |
| 27102 - Guard II                       |      |    | 20.36 |
| 27131 - Police Officer I               |      |    | 43.09 |
| 27132 - Police Officer II              |      |    | 47.83 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 16.59 |
| 28042 - Carnival Equipment Repairer    |      |    | 17.63 |
| 28043 - Carnival Worker                |      |    | 13.67 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 19.09 |
| 28310 - Lifeguard                      |      |    | 14.63 |
| 28350 - Park Attendant (Aide)          |      |    | 21.34 |
| 28510 - Recreation Aide/Health         |      |    | 18.95 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 26.44 |
| 28630 - Sports Official                |      |    | 16.99 |
| 28690 - Swimming Pool Operator         |      |    | 20.98 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 30.94 |
| 29020 - Hatch Tender                   |      |    | 30.94 |
| 29030 - Line Handler                   |      |    | 30.94 |
| 29041 - Stevedore I                    |      |    | 29.36 |
| 29042 - Stevedore II                   |      |    | 32.85 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 46.55 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 32.10 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 35.35 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 22.43 |
| 30022 - Archeological Technician II    |      |    | 26.50 |
| 30023 - Archeological Technician III   |      |    | 31.09 |
| 30030 - Cartographic Technician        |      |    | 29.15 |
| 30040 - Civil Engineering Technician   |      |    | 29.61 |
| 30051 - Cryogenic Technician I         |      |    | 30.19 |
| 30052 - Cryogenic Technician II        |      |    | 33.35 |
| 30061 - Drafter/CAD Operator I         |      |    | 19.69 |
| 30062 - Drafter/CAD Operator II        |      |    | 26.50 |
| 30063 - Drafter/CAD Operator III       |      |    | 29.42 |
| 30064 - Drafter/CAD Operator IV        |      |    | 31.09 |
| <u> </u>                               |      |    |       |

| 20001 Trainspring Trabaisian T       |        | 10 00   |
|--------------------------------------|--------|---------|
| 30081 - Engineering Technician I     |        | 19.98   |
| 30082 - Engineering Technician II    |        | 22.47   |
| 30083 - Engineering Technician III   |        | 25.28   |
| 30084 - Engineering Technician IV    |        | 31.22   |
| 30085 - Engineering Technician V     |        | 38.08   |
| 30086 - Engineering Technician VI    |        | 46.20   |
| 30090 - Environmental Technician     |        | 26.77   |
| 30095 - Evidence Control Specialist  |        | 27.26   |
| 30210 - Laboratory Technician        |        | 24.89   |
| 30221 - Latent Fingerprint           |        | 28.96   |
| Technician I                         |        | 0.1 0.0 |
| 30222 - Latent Fingerprint           |        | 31.99   |
| Technician II                        |        |         |
| 30240 - Mathematical Technician      |        | 37.62   |
| 30361 - Paralegal/Legal Assistant I  |        | 23.36   |
| 30362 - Paralegal/Legal Assistant II |        | 28.94   |
| 30363 - Paralegal/Legal Assistant    |        | 35.39   |
| III                                  |        |         |
| 30364 - Paralegal/Legal Assistant IV |        | 42.84   |
| 30375 - Petroleum Supply Specialist  |        | 33.35   |
| 30390 - Photo-Optics Technician      |        | 28.11   |
| 30395 - Radiation Control Technician |        | 33.35   |
| 30461 - Technical Writer I           |        | 27.45   |
| 30462 - Technical Writer II          |        | 33.57   |
| 30463 - Technical Writer III         |        | 40.63   |
| 30491 - Unexploded Ordnance (UXO)    |        | 29.58   |
| Technician I                         |        |         |
| 30492 - Unexploded Ordnance (UXO)    |        | 35.79   |
| Technician II                        |        |         |
| 30493 - Unexploded Ordnance (UXO)    |        | 42.90   |
| Technician III                       |        |         |
| 30494 - Unexploded (UXO) Safety      |        | 29.58   |
| Escort                               |        |         |
| 30495 - Unexploded (UXO) Sweep       |        | 29.58   |
| Personnel                            |        |         |
| 30501 - Weather Forecaster I         |        | 31.09   |
| 30502 - Weather Forecaster II        |        | 37.82   |
|                                      | see 2) | 29.42   |
| Upper Air Or                         | /      |         |
| Surface Programs                     |        |         |
|                                      | see 2) | 27.27   |
| 31000 - Transportation/Mobile        | /      | /       |
| Equipment Operation Occupations      |        |         |
| 31010 - Airplane Pilot               |        | 35.79   |
| 31020 - Bus Aide                     |        | 23.30   |
| 31030 - Bus Driver                   |        | 29.35   |
| 31043 - Driver Courier               |        | 18.42   |
| 31260 - Parking and Lot Attendant    |        | 14.16   |
| 31290 - Shuttle Bus Driver           |        | 19.65   |
| SIZ30 - SHULLTE DUS DEIVEE           |        | 19.00   |

| 31310 - Taxi Driver                 | 17.31 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 19.57 |
| 31362 - Truckdriver Medium          | 20.73 |
| 31363 - Truckdriver Heavy           | 26.97 |
| 31364 - Truckdriver Tractor-Trailer | 26.97 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 17.45 |
| 99030 - Cashier                     | 18.74 |
| 99050 - Desk Clerk                  | 15.36 |
| 99095 - Embalmer                    | 38.57 |
| 99130 - Flight Follower             | 29.58 |
| 99251 - Laboratory Animal Caretaker | 16.38 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 17.40 |
| II                                  |       |
| 99260 - Marketing Analyst           | 39.07 |
| 99310 - Mortician                   | 38.57 |
| 99410 - Pest Controller             | 21.18 |
| 99510 - Photofinishing Worker       | 18.83 |
| 99710 - Recycling Laborer           | 33.83 |
| 99711 - Recycling Specialist        | 38.72 |
| 99730 - Refuse Collector            | 31.43 |
| 99810 - Sales Clerk                 | 14.80 |
| 99820 - School Crossing Guard       | 18.85 |
| 99830 - Survey Party Chief          | 36.74 |
| 99831 - Surveying Aide              | 21.57 |
| 99832 - Surveying Technician        | 28.46 |
| 99840 - Vending Machine Attendant   | 23.55 |
| 99841 - Vending Machine Repairer    | 27.93 |
| 99842 - Vending Machine Repairer    | 23.55 |
| 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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4159

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 17 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 York

Area: New York County of Orange

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 19.16 |
| 01012 - Accounting Clerk II        |          | 21.53 |
| 01013 - Accounting Clerk III       |          | 24.07 |
| 01020 - Administrative Assistant   |          | 36.15 |
| 01035 - Court Reporter             |          | 34.85 |
| 01041 - Customer Service           |          | 16.76 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 18.29 |
| Representative II                  |          |       |

| 01043 - Customer Service               |             | 20.54 |
|--|-------------|-------|
| Representative III                     |             |       |
| 01051 - Data Entry Operator I          |             | 17.08 |
| 01052 - Data Entry Operator II         |             | 18.63 |
| 01060 - Dispatcher Motor Vehicle       |             | 24.39 |
| 01070 - Document Preparation Clerk     |             | 17.13 |
| 01090 - Duplicating Machine Operator   |             | 17.13 |
| 01111 - General Clerk I                |             | 15.53 |
| 01112 - General Clerk II               |             | 17.49 |
| 01113 - General Clerk III              |             | 19.02 |
| 01120 - Housing Referral Assistant     |             | 26.92 |
| 01141 - Messenger Courier              |             | 16.63 |
| 01191 - Order Clerk I                  |             | 16.05 |
| 01192 - Order Clerk II                 |             | 17.67 |
| 01261 - Personnel Assistant            |             | 18.96 |
| (Employment) I                         |             |       |
| 01262 - Personnel Assistant            |             | 21.22 |
| (Employment) II                        |             |       |
| 01263 - Personnel Assistant            |             | 23.66 |
| (Employment) III                       |             |       |
| 01270 - Production Control Clerk       |             | 25.78 |
| 01290 - Rental Clerk                   |             | 18.04 |
| 01300 - Scheduler Maintenance          |             | 21.57 |
| 01311 - Secretary I                    |             | 21.57 |
| 01312 - Secretary II                   |             | 24.14 |
| 01313 - Secretary III                  |             | 26.92 |
| 01320 - Service Order Dispatcher       |             | 21.75 |
| 01410 - Supply Technician              |             | 36.15 |
| 01420 - Survey Worker                  |             | 21.68 |
| 01460 - Switchboard                    |             | 17.45 |
| Operator/Receptionist                  |             |       |
| 01531 - Travel Clerk I                 |             | 17.80 |
| 01532 - Travel Clerk II                |             | 19.28 |
| 01533 - Travel Clerk III               |             | 20.93 |
| 01611 - Word Processor I               |             | 17.91 |
| 01612 - Word Processor II              |             | 20.12 |
| 01613 - Word Processor III             |             | 22.50 |
| 05000 - Automotive Service Occupations |             |       |
| 05005 - Automobile Body Repairer       |             | 25.13 |
| Fiberglass                             |             |       |
| 05010 - Automotive                     | Electrician | 26.09 |
| 05040 - Automotive Glass Installer     |             | 24.15 |
| 05070 - Automotive Worker              |             | 24.15 |
| 05110 - Mobile Equipment Servicer      |             | 20.57 |
| 05130 - Motor Equipment Metal          |             | 26.94 |
| Mechanic                               |             |       |
| 05160 - Motor Equipment Metal Worker   |             | 24.15 |
| 05190 - Motor Vehicle Mechanic         |             | 26.94 |

| 05220 - Motor Vehicle Mechanic                               | 19.94 |
|--|-------|
| Helper   | 01 05 |
| 05250 - Motor Vehicle Upholstery                             | 21.07 |
| Worker   | 04 15 |
| 05280 - Motor Vehicle Wrecker                                | 24.15 |
| 05310 - Painter Automotive                                   | 25.66 |
| 05340 - Radiator Repair Specialist                           | 24.15 |
| 05370 - Tire Repairer  | 15.55 |
| 05400 - Transmission Repair                                  | 26.94 |
| Specialist   |       |
| 07000 - Food Preparation And Service                         |       |
| Occupations<br>07010 - Baker                                 | 15.62 |
| 07010 - Baker<br>07041 - Cook I                              |       |
| 07041 - Cook I<br>07042 - Cook II                            | 18.13 |
| 07042 - Cook II<br>07070 - Dishwasher                        | 13.78 |
| 07070 - Disnwasner<br>07130 - Food Service Worker            | 13.78 |
|  |       |
| 07210 - Meat Cutter  | 19.20 |
| 07260 - Waiter/Waitress<br>09000 - Furniture Maintenance And | 13.14 |
|  |       |
| Repair Occupations<br>09010 - Electrostatic Spray Painter    | 19.09 |
| 09040 - Furniture Handler                                    | 13.27 |
| 09080 - Furniture Refinisher                                 | 18.79 |
| 09090 - Furniture Refinisher Helper                          | 15.19 |
| 09110 - Furniture Repairer Minor                             | 17.10 |
| 09130 - Upholsterer  | 18.39 |
| 11000 - General Services And Support                         | 10.55 |
| Occupations  |       |
| 11030 - Cleaner Vehicles                                     | 15.24 |
| 11060 - Elevator Operator                                    | 17.27 |
| 11090 - Gardener   | 21.29 |
| 11122 - Housekeeping Aide                                    | 17.27 |
| 11150 - Janitor  | 17.27 |
| 11210 - Laborer Grounds Maintenance                          | 17.51 |
| 11240 - Maid or Houseman                                     | 15.74 |
| 11260 - Pruner   | 16.27 |
| 11270 - Tractor Operator                                     | 20.04 |
| 11330 - Trail Maintenance Worker                             | 17.51 |
| 11360 - Window Cleaner                                       | 18.59 |
| 12000 - Health Occupations                                   |       |
| 12010 - Ambulance Driver                                     | 22.24 |
| 12011 - Breath Alcohol Technician                            | 24.91 |
| 12012 - Certified Occupational                               | 33.97 |
| Therapist Assistant  |       |
| 12015 - Certified Physical Therapist                         | 30.02 |
| Assistant  |       |
| 12020 - Dental Assistant                                     | 21.30 |
| 12025 - Dental Hygienist                                     | 47.38 |

| 12030 - EKG Technician  | 35.71 |
|---|-------|
| 12035 - Electroneurodiagnostic                                | 35.71 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                          | 22.24 |
| 12071 - Licensed Practical Nurse I                            | 22.28 |
| 12072 - Licensed Practical Nurse II                           | 24.91 |
| 12073 - Licensed Practical Nurse III                          | 27.77 |
| 12100 - Medical Assistant                                     | 18.71 |
| 12130 - Medical Laboratory                                    | 34.18 |
| Technician  |       |
| 12160 - Medical Record Clerk                                  | 22.19 |
| 12190 - Medical Record Technician                             | 24.81 |
| 12195 - Medical Transcriptionist                              | 21.99 |
| 12210 - Nuclear Medicine                                      | 44.71 |
| Technologist  | -     |
| 12221 - Nursing Assistant I                                   | 13.95 |
| 12222 - Nursing Assistant II                                  | 15.69 |
| 12223 - Nursing Assistant III                                 | 20.01 |
| 12224 - Nursing Assistant IV                                  | 19.23 |
| 12235 - Optical Dispenser                                     | 28.70 |
| 12236 - Optical Technician                                    | 18.46 |
| 12250 - Pharmacy Technician                                   | 17.20 |
| 12280 - Phlebotomist  | 20.69 |
| 12305 - Radiologic Technologist                               | 37.34 |
| 12303 - Radiologic lecimologist<br>12311 - Registered Nurse I | 32.76 |
| -   |       |
| 12312 - Registered Nurse II                                   | 38.41 |
| 12313 - Registered Nurse II                                   | 38.41 |
| Specialist  | 10 20 |
| 12314 - Registered Nurse III                                  | 49.39 |
| 12315 - Registered Nurse III                                  | 49.39 |
| Anesthetist   |       |
| 12316 - Registered Nurse IV                                   | 59.22 |
| 12317 - Scheduler (Drug and Alcohol                           | 30.85 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment                             | 27.76 |
| Counselor   |       |
| 13000 - Information And Arts                                  |       |
| Occupations   |       |
| 13011 - Exhibits Specialist I                                 | 27.27 |
| 13012 - Exhibits Specialist II                                | 33.78 |
| 13013 - Exhibits Specialist III                               | 41.32 |
| 13041 - Illustrator I   | 26.16 |
| 13042 - Illustrator II  | 32.41 |
| 13043 - Illustrator III                                       | 39.05 |
| 13047 - Librarian   | 35.89 |
| 13050 - Library Aide/Clerk                                    | 16.95 |
| 13054 - Library Information                                   | 27.66 |
| Technology Systems  |       |
| Administrator   |       |

| 13058 - Library Technician 21.   | 67    |
|--|-------|
| -  |       |
| 13061 - Media Specialist I 23.   |       |
| 13062 - Media Specialist II26.320022002  |       |
| 13063 - Media Specialist III29.3   |       |
| 13071 - Photographer I20.  |       |
| 13072 - Photographer II23.3  |       |
| 13073 - Photographer III29.1   |       |
| 13074 - Photographer IV33.1  |       |
| 13075 - Photographer V 40.   |       |
| 13090 - Technical Order Library 21.3   | 29    |
| Clerk  |       |
| 13110 - Video Teleconference 27.   | 98    |
| Technician   |       |
| 14000 - Information Technology   |       |
| Occupations  |       |
| 14041 - Computer Operator I 20.  | 90    |
| 14042 - Computer Operator II 23.3  | 39    |
| 14043 - Computer Operator III 26.  | 3 S C |
| 14044 - Computer Operator IV28.1   |       |
| 14045 - Computer Operator V 32.  |       |
| <b>14071 - Computer Programmer I</b> (see 1) 27.   |       |
| 14072 - Computer Programmer II     (see 1)   | 50    |
| 14072     Computer Programmer II     (see 1)       14073     - Computer Programmer III     (see 1) |       |
| 14073- Computer Programmer IV(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 Equipment20.1   | 90    |
| Operator   |       |
| 14160 - Personal Computer Support28.1  | 99    |
| Technician   |       |
| <b>14170 - System Support Specialist</b> 40.   | 56    |
| 15000 - Instructional Occupations  |       |
| <b>15010 - Aircrew Training Devices</b> 39.  | 54    |
| Instructor (Non-Rated)   |       |
| 15020 - Aircrew Training Devices 43.   | 75    |
| Instructor (Rated)   |       |
| 15030 - Air Crew Training Devices 51.  | 99    |
| Instructor (Pilot)   |       |
| <b>15050 - Computer Based Training</b> 39.   | 54    |
| Specialist / Instructor  |       |
| 15060 - Educational Technologist 38.3  | 23    |
| 15070 - Flight Instructor (Pilot) 51.  |       |
| 15080 - Graphic Artist 31.4  |       |
| <b>15085 - Maintenance Test Pilot Fixed</b> 51.  |       |
| Jet/Prop   |       |
| 15086 - Maintenance Test Pilot 51.   | 99    |
| Rotary Wing  |       |

| 15088 - Non-Maintenance Test/Co-51.99Pilot15090 - Technical Instructor29.8815095 - Technical Instructor/Course36.55Developer24.1215110 - Test Proctor24.1215100 - Laundry Dry-Cleaning Pressing24.12And Related Occupations16010 - Assembler16010 - Dry Cleaner19.5816070 - Finisher Flatwork Machine17.1316090 - Presser Hand17.1316100 - Presser Machine Drycleaning17.1316100 - Presser Machine Shirts17.1316100 - Sewing Machine Operator20.3916220 - Tailor21.2016250 - Washer Machine17.9419000 - Machine Tool Operator (Tool25.23Room)21020 - Forklift Operator29.2421000 - Materials Handling And Packing25.7821020 - Forklift Operator19.0221030 - Material Coordinator25.7821040 - Material Expediter25.7821050 - Material Handling Laborer15.7821060 - Shipping Packer18.4921130 - Shipping Packer18.4921140 - Shipping Packer18.4921140 - Store Worker I17.6221150 - Tools And Parts Attendant19.0221000 - Machines And Maintenance And19.0221010 - Shipping Packer18.4921140 - Shipping Packer19.0221140 - Shipping Packer I17.6221150 - Atterial Expeditat19.0221000 - Material Expeditat19.022100 - Material Expeditat19.02   | Pilot15090 - Technical Instructor215095 - Technical Instructor/Course3Developer215110 - Test Proctor215120 - Tutor216000 - Laundry Dry-Cleaning Pressing1And Related Occupations116010 - Assembler116030 - Counter Attendant116040 - Dry Cleaner116070 - Finisher Flatwork Machine116090 - Presser Hand116100 - Presser Machine Drycleaning116100 - Presser Machine Shirts116160 - Presser Machine Mearing116190 - Sewing Machine Operator216220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And2Repair Occupations119010 - Machine-Tool Operator (Tool2Room)119040 - Tool And Die Maker2         | 9.88<br>6.55<br>4.12<br>4.12 |
|--|--|------------------------------|
| 15090 - Technical Instructor         29.88           15095 - Technical Instructor/Course         36.55           Developer         24.12           15110 - Test Proctor         24.12           15100 - Tutor         24.12           16000 - Laundry Dry-Cleaning Pressing         And Related Occupations           16010 - Assembler         17.13           16030 - Counter Attendant         17.13           16040 - Dry Cleaner         19.58           16070 - Finisher Flatwork Machine         17.13           16100 - Presser Machine Drycleaning         17.13           16100 - Presser Machine Shirts         17.13           16100 - Presser Machine Mearing         17.13           16100 - Presser Machine Operator         20.39           16220 - Tailor         21.20           16250 - Washer Machine         21.20           16250 - Washer Machine         21.20           16250 - Washer Machine         29.24           21000 - Machine-Tool Operator (Tool         25.23           Room)         21.20           19010 - Machine-Tool Operator (Tool         25.78           21020 - Forklift Operator         29.24           21000 - Material Expediter         25.78           21040 - Material Expediter         25.78  | 15090 - Technical Instructor215095 - Technical Instructor/Course33Developer3315110 - Test Proctor2415120 - Tutor2516000 - Laundry Dry-Cleaning Pressing34And Related Occupations1616010 - Assembler1116030 - Counter Attendant1116040 - Dry Cleaner1116070 - Finisher Flatwork Machine1116090 - Presser Hand1116100 - Presser Machine Drycleaning1116130 - Presser Machine Shirts1116160 - Presser Machine Wearing1116190 - Sewing Machine Operator2216220 - Tailor2316250 - Washer Machine1119000 - Machine Tool Operation And24Repair Occupations19010 - Machine-Tool Operator (Tool2319040 - Tool And Die Maker24 | 6.55<br>4.12<br>4.12         |
| 15095 - Technical Instructor/Course36.55Developer24.1215110 - Test Proctor24.1215000 - Laundry Dry-Cleaning Pressing24.1216000 - Laundry Dry-Cleaning Pressing7.1316010 - Assembler17.1316010 - Assembler17.1316010 - Dry Cleaner19.5816070 - Finisher Flatwork Machine17.1316100 - Presser Machine Drycleaning17.1316100 - Presser Machine Drycleaning17.1316100 - Presser Machine Drycleaning17.1316100 - Presser Machine Operator20.3916200 - Tailor21.2016250 - Washer Machine21.2016250 - Washer Machine21.2016250 - Machine Tool Operator (Tool25.23Noom)21020 - Forklift Operator19.0221000 - Machine-Tool Operator (Tool25.7821020 - Forklift Operator19.0221030 - Material Expediter25.7821040 - Material Coordinator25.7821050 - Material Expediter25.7821060 - Production Line Worker (Food19.02Processing)21100 - Shipping Packer18.4921130 - Shipping/Receiving Clerk18.4921140 - Store Worker I17.6221150 - Stock Clerk22.0821210 - Tools And Parts Attendant19.0221410 - Warehouse Specialist19.0221410 - Warehouse Specialist19.0221500 - Mechanics And Maintenance AndRepair Occupations20.0021100 - Alerospace Structural Welder39.63  | 15095 - Technical Instructor/Course33Developer2415110 - Test Proctor2415120 - Tutor2416000 - Laundry Dry-Cleaning Pressing24And Related Occupations1516010 - Assembler1516030 - Counter Attendant1516040 - Dry Cleaner1516090 - Finisher Flatwork Machine1516100 - Presser Hand1516100 - Presser Machine Drycleaning1516100 - Presser Machine Shirts1516160 - Presser Machine Mearing1516160 - Presser Machine Operator2516220 - Tailor2516250 - Washer Machine1519010 - Machine Tool Operator (Tool2519010 - Machine-Tool Operator (Tool2519040 - Tool And Die Maker25  | 6.55<br>4.12<br>4.12         |
| Developer         24.12           15110 - Test Proctor         24.12           15120 - Tutor         24.12           15100 - Laundry Dry-Cleaning Pressing         24.12           And Related Occupations         17.13           16010 - Assembler         17.13           16000 - Counter Attendant         17.13           16000 - Dry Cleaner         19.58           16070 - Finisher Flatwork Machine         17.13           16100 - Presser Machine Drycleaning         17.13           16100 - Presser Machine Shirts         17.13           16100 - Presser Machine Wearing         17.13           16160 - Presser Machine Operator         20.39           16220 - Tailor         21.20           16250 - Washer Machine         17.94           19000 - Machine Tool Operator (Tool         25.23           Room)         29.24           21000 - Materials Handling And Packing         27.78           21020 - Forklift Operator         19.02           21030 - Material Expediter         25.78           21050 - Material Handling Laborer         15.67           21071 - Order Filler         14.33           21080 - Production Line Worker (Food         19.02           21100 - Shipping Packer         18.49   | Developer15110 - Test Proctor215120 - Tutor216000 - Laundry Dry-Cleaning PressingAnd Related Occupations16010 - Assembler116030 - Counter Attendant116040 - Dry Cleaner116070 - Finisher Flatwork Machine116090 - Presser Hand116110 - Presser Machine Drycleaning116130 - Presser Machine Shirts116160 - Presser Machine Mearing116190 - Sewing Machine Operator216220 - Tailor216250 - Washer Machine119000 - Machine Tool Operator (Tool2Repair Occupations119010 - Machine-Tool Operator (Tool2Room)119040 - Tool And Die Maker2   | 4.12<br>4.12                 |
| 15110 - Test Proctor         24.12           15120 - Tutor         24.12           16000 - Laundry Dry-Cleaning Pressing         And Related Occupations           16010 - Assembler         17.13           16030 - Counter Attendant         17.13           16040 - Dry Cleaner         19.58           16070 - Finisher Flatwork Machine         17.13           16090 - Presser Hand         17.13           16100 - Presser Machine Drycleaning         17.13           16100 - Presser Machine Mearing         17.13           16100 - Sewing Machine Operator         20.39           16250 - Washer Machine         17.94           19000 - Machine Tool Operator (Tool         25.23           Room)         19040 - Tool And Die Maker         29.24           21000 - Materials Handling And Packing         25.23           Room)         19040 - Tool And Die Maker         29.24           21000 - Material Coordinator         25.78           21020 - Forklift Operator         19.02           21030 - Material Randling Laborer         15.67           21040 - Material Expediter         25.78           21050 - Material Randling Laborer         15.67           21071 - Order Filler         14.39           21080 - Production Line Worker (Food  | 15110 - Test Proctor215120 - Tutor216000 - Laundry Dry-Cleaning PressingAnd Related Occupations16010 - Assembler116030 - Counter Attendant116040 - Dry Cleaner116070 - Finisher Flatwork Machine116090 - Presser Hand116110 - Presser Machine Drycleaning116130 - Presser Machine Shirts116160 - Presser Machine Wearing116160 - Presser Machine Operator21620 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And2Repair Occupations119010 - Machine-Tool Operator (Tool2Room)1219040 - Tool And Die Maker2  | 4.12                         |
| 15120 - Tutor       24.12         16000 - Laundry Dry-Cleaning Pressing         And Related Occupations         16010 - Assembler       17.13         16030 - Counter Attendant       17.13         16040 - Dry Cleaner       19.58         16070 - Finisher Flatwork Machine       17.13         16080 - Presser Hand       17.13         16100 - Presser Machine Drycleaning       17.13         16130 - Presser Machine Shirts       17.13         16160 - Presser Machine Operator       20.39         16220 - Tailor       21.20         16250 - Washer Machine Operator       20.39         16200 - Machine Tool Operator (Tool       25.23         Room)       19010 - Machine-Tool Operator (Tool       25.23         Room)       21020 - Forklift Operator       19.02         21030 - Materials Handling And Packing       25.23         Occupations       25.78       21040 - Material Expediter         21020 - Forklift Operator       19.02       21030 - Material Bandling Laborer       15.67         21071 - Order Filler       14.39       21130 - Shipping Packer       18.49         21100 - Shipping Packer I       17.62       19.02         21100 - Shipping/Receiving Clerk       22.08         21110 - Shippin  | 15120 - Tutor216000 - Laundry Dry-Cleaning Pressing<br>And Related Occupations116010 - Assembler116030 - Counter Attendant116040 - Dry Cleaner116070 - Finisher Flatwork Machine116090 - Presser Hand116110 - Presser Machine Drycleaning116130 - Presser Machine Shirts116160 - Presser Machine Wearing116160 - Presser Machine Operator21620 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And<br>Repair Occupations119010 - Machine-Tool Operator (Tool2Room)19040 - Tool And Die Maker2   | 4.12                         |
| 16000 - Laundry Dry-Cleaning Pressing         And Related Occupations         16010 - Assembler       17.13         16030 - Counter Attendant       17.13         16040 - Dry Cleaner       19.58         16070 - Finisher Flatwork Machine       17.13         16080 - Presser Hand       17.13         16100 - Presser Machine Drycleaning       17.13         16100 - Presser Machine Shirts       17.13         16160 - Presser Machine Operator       20.39         16220 - Tailor       21.20         16220 - Tailor       21.20         16220 - Tailor       25.23         19000 - Machine Tool Operator (Tool       25.23         Room)       21020 - Forklift Operator       19.02         21000 - Materials Handling And Packing       25.78         21000 - Material Coordinator       25.78         21020 - Forklift Operator       25.78         21020 - Material Expediter       25.78         21050 - Material Expediter       25.78         21050 - Material Expediter       25.78         21050 - Material Expediter       19.02         21017 - Order Filler       14.39         21104 - Shipping Packer       18.49         21130 - Shipping Packer I       17.62   | 16000 - Laundry Dry-Cleaning Pressing<br>And Related Occupations116010 - Assembler116030 - Counter Attendant116040 - Dry Cleaner116070 - Finisher Flatwork Machine116090 - Presser Hand116110 - Presser Machine Drycleaning116130 - Presser Machine Shirts116160 - Presser Machine Wearing116190 - Sewing Machine Operator216220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations119010 - Machine-Tool Operator (Tool2Room)219040 - Tool And Die Maker2   |                              |
| And Related Occupations       17.13         16010 - Assembler       17.13         16030 - Counter Attendant       17.13         16040 - Dry Cleaner       19.58         16070 - Finisher Flatwork Machine       17.13         16090 - Presser Hand       17.13         16110 - Presser Machine Drycleaning       17.13         16130 - Presser Machine Shirts       17.13         16160 - Presser Machine Wearing       17.13         16190 - Sewing Machine Operator       20.39         16220 - Tailor       21.20         16250 - Washer Machine       17.94         19000 - Machine Tool Operator (Tool       25.23         Room)       19040 - Tool And Die Maker       29.24         21000 - Materials Handling And Packing       20.22         21020 - Forklift Operator       19.02         21030 - Material Coordinator       25.78         21040 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21100 - Shipping Packer       18.49         21140 - Shipping Packer       18.49         21140 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         21300 - Mechanics And Maintenance And         Repair Occupations       <   | And Related Occupations16010 - Assembler116030 - Counter Attendant116040 - Dry Cleaner116070 - Finisher Flatwork Machine116090 - Presser Hand116110 - Presser Machine Drycleaning116130 - Presser Machine Shirts116160 - Presser Machine Wearing116160 - Presser Machine Operator216200 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations119010 - Machine-Tool Operator (Tool2Room)219040 - Tool And Die Maker2  | 7 1 3                        |
| 16010 - Assembler       17.13         16030 - Counter Attendant       17.13         16040 - Dry Cleaner       19.58         16070 - Finisher Flatwork Machine       17.13         16090 - Presser Hand       17.13         16110 - Presser Machine Drycleaning       17.13         16160 - Presser Machine Shirts       17.13         16160 - Presser Machine Operator       20.39         16220 - Tailor       21.20         16250 - Washer Machine       17.94         19000 - Machine Tool Operator And       25.23         Room)       19040 - Tool And Die Maker       29.24         21000 - Matchine-Tool Operator (Tool       25.23         Room)       21.20       25.23         21020 - Forklift Operator       19.02         21030 - Materials Handling And Packing       29.24         21000 - Material Coordinator       25.78         21040 - Material Expediter       25.78         21040 - Material Handling Laborer       15.67         21050 - Material Handling Laborer       19.02         21080 - Production Line Worker (Food       19.02         21100 - Shipping Packer       18.49         21100 - Shipping/Receiving Clerk       18.49         21100 - Shock Clerk       22.08  | 16010 - Assembler116030 - Counter Attendant116040 - Dry Cleaner116070 - Finisher Flatwork Machine116090 - Presser Hand116110 - Presser Machine Drycleaning116130 - Presser Machine Shirts116160 - Presser Machine Wearing116160 - Presser Machine Operator216200 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations219010 - Machine-Tool Operator (Tool219040 - Tool And Die Maker2   | 7 1 3                        |
| 16030 - Counter Attendant       17.13         16040 - Dry Cleaner       19.58         16070 - Finisher Flatwork Machine       17.13         16090 - Presser Hand       17.13         1610 - Presser Machine Drycleaning       17.13         16130 - Presser Machine Shirts       17.13         16160 - Presser Machine Wearing       17.13         16160 - Presser Machine Operator       20.39         16220 - Tailor       21.20         16250 - Washer Machine       17.94         19000 - Machine Tool Operator (Tool       25.23         Repair Occupations       19010 - Sockine Tool Operator (Tool       25.23         19040 - Tool And Die Maker       29.24         21000 - Materials Handling And Packing       25.78         21020 - Forklift Operator       19.02         21030 - Material Coordinator       25.78         21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21080 - Production Line Worker (Food       19.02         Processing)       21110 - Shipping Packer       18.49         21130 - Shipping Packer I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant <th>16030 - Counter Attendant116040 - Dry Cleaner116070 - Finisher Flatwork Machine116090 - Presser Hand116110 - Presser Machine Drycleaning116130 - Presser Machine Shirts116160 - Presser Machine Wearing116190 - Sewing Machine Operator216220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations119010 - Machine-Tool Operator (Tool219040 - Tool And Die Maker2</th> <th>7 1 2</th> | 16030 - Counter Attendant116040 - Dry Cleaner116070 - Finisher Flatwork Machine116090 - Presser Hand116110 - Presser Machine Drycleaning116130 - Presser Machine Shirts116160 - Presser Machine Wearing116190 - Sewing Machine Operator216220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations119010 - Machine-Tool Operator (Tool219040 - Tool And Die Maker2  | 7 1 2                        |
| 16040 - Dry Cleaner       19.58         16070 - Finisher Flatwork Machine       17.13         16090 - Presser Hand       17.13         16110 - Presser Machine Drycleaning       17.13         16110 - Presser Machine Shirts       17.13         16160 - Presser Machine Wearing       17.13         16160 - Sewing Machine Operator       20.39         16220 - Tailor       21.20         16250 - Washer Machine       17.94         19000 - Machine Tool Operation And       25.23         Room)       19040 - Tool And Die Maker       29.24         21000 - Materials Handling And Packing       25.78         21020 - Forklift Operator       19.02         21030 - Material Expediter       25.78         21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21080 - Production Line Worker (Food       19.02         Processing)       19.02         21100 - Shipping Packer       18.49         21140 - Store Worker I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         21410 - Warehouse Specialist       19.02         21410 - Warehou   | 16040 - Dry Cleaner116070 - Finisher Flatwork Machine116090 - Presser Hand116110 - Presser Machine Drycleaning116130 - Presser Machine Shirts116160 - Presser Machine Wearing1Apparel Laundry116190 - Sewing Machine Operator216220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And2Repair Occupations219010 - Machine-Tool Operator (Tool220219040 - Tool And Die Maker2   |                              |
| 16070 - Finisher Flatwork Machine       17.13         16090 - Presser Hand       17.13         16110 - Presser Machine Drycleaning       17.13         16130 - Presser Machine Shirts       17.13         16160 - Presser Machine Wearing       17.13         Apparel Laundry       16190 - Sewing Machine Operator       20.39         16220 - Tailor       21.20         16250 - Washer Machine       17.94         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       25.23         Room)       29.24         21000 - Materials Handling And Packing       29.24         21020 - Forklift Operator       19.02         21030 - Material Coordinator       25.78         21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21100 - Shipping Packer       18.49         21130 - Shipping Packer I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         21410 - Warehouse Specialist       19.02         21410 - Warehouse Specialist       19.02         21100 - Store Morker I       17.62   | 16070 - Finisher Flatwork Machine116090 - Presser Hand116110 - Presser Machine Drycleaning116130 - Presser Machine Shirts116160 - Presser Machine Wearing1Apparel Laundry116190 - Sewing Machine Operator216220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations219010 - Machine-Tool Operator (Tool2Room)219040 - Tool And Die Maker2  |                              |
| 16090 - Presser Hand       17.13         16110 - Presser Machine Drycleaning       17.13         16130 - Presser Machine Shirts       17.13         16160 - Presser Machine Wearing       17.13         Apparel Laundry       16190 - Sewing Machine Operator       20.39         16220 - Tailor       21.20         16250 - Washer Machine Operator       20.39         16250 - Washer Machine       17.94         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       25.23         Room)       29.24         21000 - Materials Handling And Packing       29.24         21030 - Material Coordinator       25.78         21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21100 - Shipping Packer       18.49         21130 - Shipping/Receiving Clerk       18.49         21140 - Store Worker I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         21410 - Warehouse Specialist       19.02         21410 - Warehouse Specialist       19.02         21410 - Warehouse Specialist       19.02   | 16090 - Presser Hand116110 - Presser Machine Drycleaning116130 - Presser Machine Shirts116160 - Presser Machine Wearing1Apparel Laundry116190 - Sewing Machine Operator216220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations219010 - Machine-Tool Operator (Tool2Room)219040 - Tool And Die Maker2  | 9.58                         |
| 16110 - Presser Machine Drycleaning       17.13         16130 - Presser Machine Shirts       17.13         16160 - Presser Machine Wearing       17.13         Apparel Laundry       20.39         16220 - Tailor       20.39         16220 - Tailor       21.20         16250 - Washer Machine       17.94         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       25.23         Room)       21.00         10000 - Materials Handling And Packing       29.24         21000 - Material Coordinator       25.78         21020 - Forklift Operator       19.02         21030 - Material Coordinator       25.78         21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21180 - Shipping Packer       18.49         21130 - Shipping Packer       18.49         21140 - Store Worker I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         21410 - Warehouse Specialist       19.02         21410 - Warehouse Specialist       19.02         21410 - Warehouse Specialist       19.02   | 16110 - Presser Machine Drycleaning116130 - Presser Machine Shirts116160 - Presser Machine Wearing1Apparel Laundry116190 - Sewing Machine Operator216220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations219010 - Machine-Tool Operator (Tool2Room)219040 - Tool And Die Maker2   | 7.13                         |
| 16130 - Presser Machine Shirts       17.13         16160 - Presser Machine Wearing       17.13         Apparel Laundry       17.13         16190 - Sewing Machine Operator       20.39         16220 - Tailor       21.20         16250 - Washer Machine       17.94         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       25.23         Room)       20.39         10000 - Materials Handling And Packing       29.24         21000 - Materials Handling And Packing       20.27         Occupations       21.20         21020 - Forklift Operator       19.02         21030 - Material Coordinator       25.78         21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21180 - Shipping Packer       18.49         21130 - Shipping Packer       18.49         21140 - Store Worker I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         21410 - Warehouse Specialist       19.02         21410 - Warehouse Specialist       19.02         21410 - Warehouse Specialist       19   | 16130 - Presser Machine Shirts116160 - Presser Machine Wearing1Apparel Laundry116190 - Sewing Machine Operator216220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations219010 - Machine-Tool Operator (Tool2Room)219040 - Tool And Die Maker2   | 7.13                         |
| 16160 - Presser Machine Wearing       17.13         Apparel Laundry       20.39         16190 - Sewing Machine Operator       20.39         16220 - Tailor       21.20         16250 - Washer Machine       17.94         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       25.23         Room)       29.24         21000 - Materials Handling And Packing       29.24         21000 - Materials Handling And Packing       25.78         21020 - Forklift Operator       19.02         21030 - Material Coordinator       25.78         21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21080 - Production Line Worker (Food       19.02         Processing)       1110 - Shipping Packer       18.49         21130 - Shipping/Receiving Clerk       28.08         21210 - Tools And Parts Attendant       19.02         21410 - Warehouse Specialist       19.02         23000 - Mechanics And Maintenance And       89.63   | 16160 - Presser Machine Wearing1Apparel Laundry116190 - Sewing Machine Operator216220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations119010 - Machine-Tool Operator (Tool2Room)219040 - Tool And Die Maker2  | 7.13                         |
| Apparel Laundry       20.39         16190 - Sewing Machine Operator       20.39         16220 - Tailor       21.20         16250 - Washer Machine       17.94         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       25.23         Room)       29.24         21000 - Materials Handling And Packing       29.24         21020 - Forklift Operator       19.02         21030 - Material Coordinator       25.78         21040 - Material Coordinator       25.78         21050 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21080 - Production Line Worker (Food       19.02         Processing)       17.62         21110 - Shipping Packer       18.49         21130 - Shipping/Receiving Clerk       18.49         21140 - Store Worker I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         23000 - Mechanics And Maintenance And       Repair Occupations         23010 - Aerospace Structural Welder       39.63   | Apparel Laundry16190 - Sewing Machine Operator216220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations119010 - Machine-Tool Operator (Tool2Room)219040 - Tool And Die Maker2   | 7.13                         |
| 16190 - Sewing Machine Operator       20.39         16220 - Tailor       21.20         16250 - Washer Machine       17.94         19000 - Machine Tool Operation And       Repair Occupations         19010 - Machine-Tool Operator (Tool       25.23         Room)       29.24         21000 - Materials Handling And Packing       29.24         21000 - Materials Handling And Packing       20.27         Occupations       19.02         21030 - Material Coordinator       25.78         21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21080 - Production Line Worker (Food       19.02         Processing)       1110 - Shipping Packer       18.49         21130 - Shipping/Receiving Clerk       18.49         21140 - Store Worker I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         21410 - Warehouse Specialist       19.02         23000 - Mechanics And Maintenance And       Repair Occupations         23010 - Aerospace Structural Welder       39.63   | 16190 - Sewing Machine Operator216220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations219010 - Machine-Tool Operator (Tool2Room)219040 - Tool And Die Maker2  | 7.13                         |
| 16220 - Tailor21.2016250 - Washer Machine17.9419000 - Machine Tool Operation And<br>Repair Occupations25.2319010 - Machine-Tool Operator (Tool25.23Room)29.2421000 - Materials Handling And Packing<br>Occupations29.2421020 - Forklift Operator19.0221030 - Material Coordinator25.7821040 - Material Expediter25.7821050 - Material Handling Laborer15.6721071 - Order Filler14.3921080 - Production Line Worker (Food19.02Processing)1110 - Shipping Packer18.4921140 - Store Worker I17.6221150 - Stock Clerk22.0821210 - Tools And Parts Attendant19.0223000 - Mechanics And Maintenance And<br>Repair Occupations39.63   | 16220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations219010 - Machine-Tool Operator (Tool2Room)219040 - Tool And Die Maker2  |                              |
| 16220 - Tailor21.2016250 - Washer Machine17.9419000 - Machine Tool Operation And<br>Repair Occupations25.2319010 - Machine-Tool Operator (Tool25.23Room)29.2421000 - Materials Handling And Packing<br>Occupations29.2421020 - Forklift Operator19.0221030 - Material Coordinator25.7821040 - Material Expediter25.7821050 - Material Handling Laborer15.6721071 - Order Filler14.3921080 - Production Line Worker (Food19.02Processing)1110 - Shipping Packer18.4921140 - Store Worker I17.6221150 - Stock Clerk22.0821210 - Tools And Parts Attendant19.0223000 - Mechanics And Maintenance And<br>Repair Occupations39.63   | 16220 - Tailor216250 - Washer Machine119000 - Machine Tool Operation And1Repair Occupations219010 - Machine-Tool Operator (Tool2Room)219040 - Tool And Die Maker2  | 0.39                         |
| 16250 - Washer Machine17.9419000 - Machine Tool Operation And<br>Repair Occupations25.2319010 - Machine-Tool Operator (Tool25.23Room)29.2421000 - Materials Handling And Packing<br>Occupations29.2421020 - Forklift Operator19.0221030 - Material Coordinator25.7821040 - Material Expediter25.7821050 - Material Handling Laborer15.6721071 - Order Filler14.3921080 - Production Line Worker (Food19.02Processing)1110 - Shipping Packer18.4921140 - Store Worker I17.6221150 - Stock Clerk22.0821210 - Tools And Parts Attendant19.0223000 - Mechanics And Maintenance And<br>Repair Occupations39.63  | 16250 - Washer Machine119000 - Machine Tool Operation And<br>Repair Occupations219010 - Machine-Tool Operator (Tool2Room)219040 - Tool And Die Maker2  | 1.20                         |
| 19000 - Machine Tool Operation And<br>Repair Occupations<br>19010 - Machine-Tool Operator (Tool 25.23<br>Room)<br>19040 - Tool And Die Maker 29.24<br>21000 - Materials Handling And Packing<br>Occupations<br>21020 - Forklift Operator 19.02<br>21030 - Material Coordinator 25.78<br>21040 - Material Expediter 25.78<br>21050 - Material Handling Laborer 15.67<br>21071 - Order Filler 14.39<br>21080 - Production Line Worker (Food 19.02<br>Processing)<br>21110 - Shipping Packer 18.49<br>21130 - Shipping/Receiving Clerk 18.49<br>21140 - Store Worker I 17.62<br>21150 - Stock Clerk 22.08<br>21210 - Tools And Parts Attendant 19.02<br>21410 - Warehouse Specialist 19.02<br>23000 - Mechanics And Maintenance And<br>Repair Occupations<br>23010 - Aerospace Structural Welder 39.63  | 19000 - Machine Tool Operation And<br>Repair Occupations<br>19010 - Machine-Tool Operator (Tool23Room)<br>19040 - Tool And Die Maker23   |                              |
| Repair Occupations19010 - Machine-Tool Operator (Tool25.23Room)29.2419040 - Tool And Die Maker29.2421000 - Materials Handling And Packing20Occupations19.0221020 - Forklift Operator19.0221030 - Material Coordinator25.7821040 - Material Expediter25.7821050 - Material Handling Laborer15.6721071 - Order Filler14.3921080 - Production Line Worker (Food19.02Processing)1110 - Shipping Packer18.4921130 - Shipping/Receiving Clerk18.4921140 - Store Worker I17.6221150 - Stock Clerk22.0821210 - Tools And Parts Attendant19.0223000 - Mechanics And Maintenance AndRepair Occupations23010 - Aerospace Structural Welder39.63   | Repair Occupations19010 - Machine-Tool Operator (Tool2Room)219040 - Tool And Die Maker2  |                              |
| 19010 - Machine-Tool Operator (Tool       25.23         Room)       29.24         19040 - Tool And Die Maker       29.24         21000 - Materials Handling And Packing       29.24         Occupations       19.02         21020 - Forklift Operator       19.02         21030 - Material Coordinator       25.78         21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21080 - Production Line Worker (Food       19.02         Processing)       18.49         21110 - Shipping Packer       18.49         21130 - Shipping/Receiving Clerk       18.49         21140 - Store Worker I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         23000 - Mechanics And Maintenance And       19.02         23010 - Aerospace Structural Welder       39.63  | 19010 - Machine-Tool Operator (Tool2Room)19040 - Tool And Die Maker2   |                              |
| Room)       29.24         19040 - Tool And Die Maker       29.24         21000 - Materials Handling And Packing       20.24         Occupations       19.02         21020 - Forklift Operator       19.02         21030 - Material Coordinator       25.78         21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21080 - Production Line Worker (Food       19.02         Processing)       1110 - Shipping Packer       18.49         21130 - Shipping/Receiving Clerk       18.49         21140 - Store Worker I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         23000 - Mechanics And Maintenance And       19.02         23010 - Aerospace Structural Welder       39.63   | Room)<br>19040 - Tool And Die Maker 2  | 5.23                         |
| 19040 - Tool And Die Maker29.2421000 - Materials Handling And Packing<br>Occupations19.0221020 - Forklift Operator19.0221030 - Material Coordinator25.7821040 - Material Expediter25.7821050 - Material Handling Laborer15.6721071 - Order Filler14.3921080 - Production Line Worker (Food19.02Processing)1110 - Shipping Packer18.4921130 - Shipping/Receiving Clerk18.4921150 - Stock Clerk22.0821210 - Tools And Parts Attendant19.0223000 - Mechanics And Maintenance And<br>Repair Occupations19.0323010 - Aerospace Structural Welder39.63   | 19040 - Tool And Die Maker 2   |                              |
| 21000 - Materials Handling And Packing<br>Occupations21020 - Forklift Operator19.0221030 - Material Coordinator25.7821040 - Material Expediter25.7821050 - Material Handling Laborer15.6721071 - Order Filler14.3921080 - Production Line Worker (Food19.02Processing)21110 - Shipping Packer18.4921130 - Shipping/Receiving Clerk18.4921140 - Store Worker I17.6221150 - Stock Clerk22.0821210 - Tools And Parts Attendant19.0223000 - Mechanics And Maintenance And<br>Repair Occupations39.63   |  | 924                          |
| Occupations       19.02         21020 - Forklift Operator       19.02         21030 - Material Coordinator       25.78         21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21080 - Production Line Worker (Food       19.02         Processing)       1110 - Shipping Packer       18.49         21130 - Shipping/Receiving Clerk       18.49         21140 - Store Worker I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         23000 - Mechanics And Maintenance And       19.02         23010 - Aerospace Structural Welder       39.63   | 21000 - Materials Handling And Packing   |                              |
| 21020 - Forklift Operator       19.02         21030 - Material Coordinator       25.78         21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21080 - Production Line Worker (Food       19.02         Processing)       1110 - Shipping Packer       18.49         21130 - Shipping/Receiving Clerk       18.49         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         21410 - Warehouse Specialist       19.02         23000 - Mechanics And Maintenance And       19.02         23010 - Aerospace Structural Welder       39.63   |  |                              |
| 21030 - Material Coordinator       25.78         21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21080 - Production Line Worker (Food       19.02         Processing)       18.49         21130 - Shipping Packer       18.49         21140 - Store Worker I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         23000 - Mechanics And Maintenance And       19.02         23010 - Aerospace Structural Welder       39.63   | -  | 9 02                         |
| 21040 - Material Expediter       25.78         21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21080 - Production Line Worker (Food       19.02         Processing)       18.49         21130 - Shipping Packer       18.49         21140 - Store Worker I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         21410 - Warehouse Specialist       19.02         23000 - Mechanics And Maintenance And       19.02         23010 - Aerospace Structural Welder       39.63   | <b>1</b>   |                              |
| 21050 - Material Handling Laborer       15.67         21071 - Order Filler       14.39         21080 - Production Line Worker (Food       19.02         Processing)       18.49         21130 - Shipping Packer       18.49         21140 - Store Worker I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         21410 - Warehouse Specialist       19.02         23000 - Mechanics And Maintenance And       8         Repair Occupations       39.63   |  |                              |
| 21071 - Order Filler14.3921080 - Production Line Worker (Food19.02Processing)18.4921110 - Shipping Packer18.4921130 - Shipping/Receiving Clerk18.4921140 - Store Worker I17.6221150 - Stock Clerk22.0821210 - Tools And Parts Attendant19.0221410 - Warehouse Specialist19.0223000 - Mechanics And Maintenance AndRepair Occupations23010 - Aerospace Structural Welder39.63   |  |                              |
| 21080 - Production Line Worker (Food19.02Processing)18.4921110 - Shipping Packer18.4921130 - Shipping/Receiving Clerk18.4921140 - Store Worker I17.6221150 - Stock Clerk22.0821210 - Tools And Parts Attendant19.0221410 - Warehouse Specialist19.0223000 - Mechanics And Maintenance And19.02Repair Occupations39.63  | -  |                              |
| Processing)21110 - Shipping Packer18.4921130 - Shipping/Receiving Clerk18.4921140 - Store Worker I17.6221150 - Stock Clerk22.0821210 - Tools And Parts Attendant19.0221410 - Warehouse Specialist19.0223000 - Mechanics And Maintenance And19.02Repair Occupations39.63  |  |                              |
| 21110 - Shipping Packer       18.49         21130 - Shipping/Receiving Clerk       18.49         21140 - Store Worker I       17.62         21150 - Stock Clerk       22.08         21210 - Tools And Parts Attendant       19.02         21410 - Warehouse Specialist       19.02         23000 - Mechanics And Maintenance And       19.02         Repair Occupations       39.63  |  | 9.02                         |
| 21130 - Shipping/Receiving Clerk18.4921140 - Store Worker I17.6221150 - Stock Clerk22.0821210 - Tools And Parts Attendant19.0221410 - Warehouse Specialist19.0223000 - Mechanics And Maintenance AndRepair Occupations23010 - Aerospace Structural Welder39.63   |  | 0 10                         |
| 21140 - Store Worker I17.6221150 - Stock Clerk22.0821210 - Tools And Parts Attendant19.0221410 - Warehouse Specialist19.0223000 - Mechanics And Maintenance And19.02Repair Occupations39.63  |  |                              |
| 21150 - Stock Clerk22.0821210 - Tools And Parts Attendant19.0221410 - Warehouse Specialist19.0223000 - Mechanics And Maintenance And<br>Repair Occupations723010 - Aerospace Structural Welder39.63  |  |                              |
| 21210 - Tools And Parts Attendant19.0221410 - Warehouse Specialist19.0223000 - Mechanics And Maintenance And19.02Repair Occupations39.63   |  |                              |
| 21410 - Warehouse Specialist19.0223000 - Mechanics And Maintenance And<br>Repair Occupations19.0223010 - Aerospace Structural Welder39.63  |  |                              |
| 23000 - Mechanics And Maintenance And<br>Repair Occupations<br>23010 - Aerospace Structural Welder 39.63   |  |                              |
| Repair Occupations23010 - Aerospace Structural Welder39.63   | -  | 9.02                         |
| <b>23010 - Aerospace Structural Welder</b> 39.63   |  |                              |
|  |  |                              |
| 23019 - Aircraft Logs and Pogords 33 10  |  |                              |
| -  |  | 3.40                         |
| Technician   |  |                              |
| <b>23021 - Aircraft Mechanic I</b> 38.14   |  |                              |
| <b>23022 - Aircraft Mechanic II</b> 39.63  |  |                              |
| 23023 - Aircraft Mechanic III 41.12  | <b>23023 - Aircraft Mechanic III</b> 4   | 9.63                         |

| 23040 - Aircraft Mechanic Helper   | 29.68          |
|--|----------------|
| 23050 - Aircraft Painter   | 36.71          |
| 23060 - Aircraft Servicer  | 33.40          |
| 23070 - Aircraft Survival Flight   | 36.71          |
| Equipment Technician   |                |
| 23080 - Aircraft Worker  | 35.20          |
| 23091 - Aircrew Life Support   | 35.20          |
| Equipment (ALSE) Mechanic  |                |
| I  |                |
| 23092 - Aircrew Life Support   | 38.14          |
| Equipment (ALSE) Mechanic  |                |
| II   |                |
| 23110 - Appliance Mechanic   | 23.65          |
| 23120 - Bicycle Repairer   | 16.14          |
| 23125 - Cable Splicer  | 46.85          |
| 23130 - Carpenter Maintenance  | 29.97          |
| 23140 - Carpet Layer   | 27.98          |
| 23160 - Electrician Maintenance  | 40.52          |
| 23181 - Electronics Technician   | 29.09          |
| Maintenance I  | 27.05          |
| 23182 - Electronics Technician   | 30.34          |
| Maintenance II   | 50.54          |
| 23183 - Electronics Technician   | 31.52          |
| Maintenance III  | JI.JZ          |
| 23260 - Fabric Worker  | 34.90          |
| 23290 - Fire Alarm System Mechanic                                       | 28.97          |
| 23290 - Fire Alarm System Mechanic<br>23310 - Fire Extinguisher Repairer | 27.72          |
| 23310 - File Extinguisher Repairer<br>23311 - Fuel Distribution System   | 38.98          |
| Mechanic   | 50.90          |
| 23312 - Fuel Distribution System   | 32.23          |
| Operator   | 32.23          |
| 23370 - General Maintenance Worker                                       | 23.75          |
| 23380 - Ground Support Equipment   | 38.14          |
| Mechanic   | 30.14          |
| 23381 - Ground Support Equipment   | 33.40          |
| Servicer   | 33.40          |
|  | 25 20          |
| 23382 - Ground Support Equipment<br>Worker                               | 35.20          |
| 23391 - Gunsmith I   | 07 70          |
| 23391 - Gunsmith I<br>23392 - Gunsmith II                                | 27.72<br>30.94 |
| 23392 - Gunsmith III   | 33.53          |
|  | 33.53          |
| 23410 - Heating Ventilation And Air-<br>Conditioning                     | 31.91          |
| Mechanic   |                |
|  | 33.16          |
| 23411 - Heating Ventilation And Air                                      | 33.10          |
| Contidioning<br>Mechanic (Research Facility)                             |                |
| —  | 20 77          |
| 23430 - Heavy Equipment Mechanic   | 32.77          |
| 23440 - Heavy Equipment Operator   | 42.64          |

| 23460 -   | Instrument Mechanic  | 31.98   |
|---|--|---|
| 23465 -   | Laboratory/Shelter Mechanic  | 32.27   |
|   | Laborer  | 15.67   |
| 23510 -   | Locksmith  | 26.59   |
| 23530 -   | Machinery Maintenance  | 29.57   |
| Mechanic  | -  |   |
| 23550 -   | Machinist Maintenance  | 24.04   |
| 23580 -   | Maintenance Trades Helper  | 16.98   |
| 23591 -   | Metrology Technician I   | 31.98   |
| 23592 -   | Metrology Technician II  | 33.24   |
| 23593 -   | Metrology Technician III   | 34.64   |
| 23640 -   | Millwright   | 40.73   |
| 23710 -   | Office Appliance Repairer  | 23.55   |
| 23760 -   | Painter Maintenance  | 25.15   |
| 23790 -   | Pipefitter Maintenance   | 32.76   |
| 23810 -   | Plumber Maintenance  | 31.53   |
| 23820 -   | Pneudraulic Systems Mechanic   | 33.53   |
| 23850 -   | Rigger   | 34.39   |
|   | Scale Mechanic   | 30.94   |
| 23890 -   | Sheet-Metal Worker   | 32.41   |
| Maintenan   | ce   |   |
| 23910 -   | Small Engine Mechanic  | 23.31   |
|   | Telecommunications Mechanic  | 35.34   |
| I   |  |   |
| 23932 -   | Telecommunications Mechanic  | 36.72   |
| II  |  |   |
| 23950 -   | Telephone Lineman  | 43.55   |
| 23960 -   | Welder Combination   | 23.20   |
| Maintenan   | ce   |   |
| 23965 -   | Well Driller   | 32.44   |
| 23970 -   | Woodcraft Worker   | 33.53   |
| 23980 -   |  |   |
|   | Woodworker   | 27.60   |
| 24000 - P   | Woodworker<br>ersonal Needs Occupations  | 27.60   |
|   |  | 27.60   |
| 24550 -   | ersonal Needs Occupations  |   |
| 24550 -<br>24570 -  | ersonal Needs Occupations<br>Case Manager  | 18.40   |
| 24550 -<br>24570 -<br>24580 -   | ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant  | 18.40<br>14.62  |
| 24550 -<br>24570 -<br>24580 -<br>24610 -  | ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk   | 18.40<br>14.62<br>18.22   |
| 24550 -<br>24570 -<br>24580 -<br>24610 -  | ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide   | 18.40<br>14.62<br>18.22<br>13.83  |
| 24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -   | ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 18.40<br>14.62<br>18.22<br>13.83  |
| 24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin  | ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 18.40<br>14.62<br>18.22<br>13.83  |
| 24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -   | ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 18.40<br>14.62<br>18.22<br>13.83<br>18.40                                     |
| 24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -   | ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 18.40<br>14.62<br>18.22<br>13.83<br>18.40                                     |
| 24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio   | ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 18.40<br>14.62<br>18.22<br>13.83<br>18.40                                     |
| 24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -                                  | ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 18.40<br>14.62<br>18.22<br>13.83<br>18.40<br>19.80                            |
| 24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -                       | ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender   | 18.40<br>14.62<br>18.22<br>13.83<br>18.40<br>19.80<br>42.23                   |
| 24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25070 -            | ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 18.40<br>14.62<br>18.22<br>13.83<br>18.40<br>19.80<br>42.23<br>36.48          |
| 24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25040 -<br>25070 - | ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 18.40<br>14.62<br>18.22<br>13.83<br>18.40<br>19.80<br>42.23<br>36.48<br>42.23 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 23.18 |
| 27007 - Baggage Inspector              |      |    | 17.16 |
| 27008 - Corrections Officer            |      |    | 35.44 |
| 27010 - Court Security Officer         |      |    | 39.73 |
| 27030 - Detection Dog Handler          |      |    | 20.36 |
| 27040 - Detention Officer              |      |    | 35.44 |
| 27070 - Firefighter                    |      |    | 44.02 |
| 27101 - Guard I                        |      |    | 17.16 |
| 27102 - Guard II                       |      |    | 20.36 |
| 27131 - Police Officer I               |      |    | 39.72 |
| 27132 - Police Officer II              |      |    | 44.15 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 16.59 |
| 28042 - Carnival Equipment Repairer    |      |    | 17.63 |
| 28043 - Carnival Worker                |      |    | 13.47 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 19.09 |
| 28310 - Lifequard                      |      |    | 13.56 |
| 28350 - Park Attendant (Aide)          |      |    | 21.34 |
| 28510 - Recreation Aide/Health         |      |    | 15.76 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 26.44 |
| 28630 - Sports Official                |      |    | 16.99 |
| 28690 - Swimming Pool Operator         |      |    | 19.68 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 34.61 |
| 29020 - Hatch Tender                   |      |    | 34.61 |
| 29030 - Line Handler                   |      |    | 34.61 |
| 29041 - Stevedore I                    |      |    | 29.41 |
| 29042 - Stevedore II                   |      |    | 32.27 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 46.55 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 32.10 |
| Specialist Station (HFO)               | ,    | ,  |       |
| 30012 - Air Traffic Control            |      |    | 35.35 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 19.69 |
| 30022 - Archeological Technician II    |      |    | 22.02 |
| 30023 - Archeological Technician III   |      |    | 27.27 |
| 30030 - Cartographic Technician        |      |    | 27.27 |
| 30040 - Civil Engineering Technician   |      |    | 29.82 |
| 30051 - Cryogenic Technician I         |      |    | 30.19 |
| 30052 - Cryogenic Technician II        |      |    | 33.35 |
| 30061 - Drafter/CAD Operator I         |      |    | 19.69 |
| 30062 - Drafter/CAD Operator II        |      |    | 22.02 |
| 30063 - Drafter/CAD Operator III       |      |    | 24.55 |
| 30064 - Drafter/CAD Operator IV        |      |    | 30.19 |
| · •                                    |      |    | -     |

|   | 10 00   |
|---|---------|
| 30081 - Engineering Technician I                                | 19.62   |
| 30082 - Engineering Technician II                               | 22.47   |
| 30083 - Engineering Technician III                              | 25.28   |
| 30084 - Engineering Technician IV                               | 31.22   |
| 30085 - Engineering Technician V                                | 39.40   |
| 30086 - Engineering Technician VI                               | 43.34   |
| 30090 - Environmental Technician                                | 26.77   |
| 30095 - Evidence Control Specialist                             | 27.26   |
| 30210 - Laboratory Technician                                   | 24.89   |
| 30221 - Latent Fingerprint                                      | 29.77   |
| Technician I  |         |
| 30222 - Latent Fingerprint                                      | 32.88   |
| Technician II   |         |
| 30240 - Mathematical Technician                                 | 34.97   |
| 30361 - Paralegal/Legal Assistant I                             | 23.17   |
| 30362 - Paralegal/Legal Assistant II                            | 28.71   |
| 30363 - Paralegal/Legal Assistant                               | 35.39   |
| III   |         |
| 30364 - Paralegal/Legal Assistant IV                            | 42.50   |
| 30375 - Petroleum Supply Specialist                             | 33.35   |
| 30390 - Photo-Optics Technician                                 | 27.27   |
| 30395 - Radiation Control Technician                            | 33.35   |
| 30461 - Technical Writer I                                      | 28.45   |
| 30462 - Technical Writer II                                     | 34.80   |
| 30463 - Technical Writer III                                    | 42.11   |
| 30491 - Unexploded Ordnance (UXO)                               | 29.58   |
| Technician I  |         |
| 30492 - Unexploded Ordnance (UXO)                               | 35.79   |
| Technician II   |         |
| 30493 - Unexploded Ordnance (UXO)                               | 42.90   |
| Technician III  |         |
| 30494 - Unexploded (UXO) Safety                                 | 29.58   |
| Escort  |         |
| 30495 - Unexploded (UXO) Sweep                                  | 29.58   |
| Personnel   |         |
| 30501 - Weather Forecaster I                                    | 30.19   |
| 30502 - Weather Forecaster II                                   | 36.73   |
| <b>30620 - Weather Observer Combined</b> (see 2)                | 24.55   |
| Upper Air Or  |         |
| Surface Programs  |         |
| <b>30621 - Weather Observer Senior</b> (see 2)                  | 27.27   |
| 31000 - Transportation/Mobile                                   | L   • L |
| Equipment Operation Occupations                                 |         |
| 31010 - Airplane Pilot  | 35.79   |
| 31020 - Bus Aide  | 24.39   |
| 31030 - Bus Driver  | 31.61   |
| 31043 - Driver Courier  | 18.42   |
|   | 18.42   |
| 31260 - Parking and Lot Attendant<br>31290 - Shuttle Bus Driver | 14.16   |
|   |         |

| 31310 - Taxi Driver                 | 17.64 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 19.57 |
| 31362 - Truckdriver Medium          | 20.73 |
| 31363 - Truckdriver Heavy           | 26.73 |
| 31364 - Truckdriver Tractor-Trailer | 26.73 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 17.45 |
| 99030 - Cashier                     | 13.09 |
| 99050 - Desk Clerk                  | 15.36 |
| 99095 - Embalmer                    | 35.95 |
| 99130 - Flight Follower             | 29.58 |
| 99251 - Laboratory Animal Caretaker | 16.38 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 17.40 |
| II                                  |       |
| 99260 - Marketing Analyst           | 39.07 |
| 99310 - Mortician                   | 35.95 |
| 99410 - Pest Controller             | 20.56 |
| 99510 - Photofinishing Worker       | 18.91 |
| 99710 - Recycling Laborer           | 32.10 |
| 99711 - Recycling Specialist        | 38.06 |
| 99730 - Refuse Collector            | 31.43 |
| 99810 - Sales Clerk                 | 14.80 |
| 99820 - School Crossing Guard       | 18.85 |
| 99830 - Survey Party Chief          | 31.44 |
| 99831 - Surveying Aide              | 20.54 |
| 99832 - Surveying Technician        | 28.46 |
| 99840 - Vending Machine Attendant   | 21.38 |
| 99841 - Vending Machine Repairer    | 26.30 |
| 99842 - Vending Machine Repairer    | 22.18 |
| 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

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

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

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

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

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

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

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4161

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Director REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4161 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 York

Area: New York Counties of Livingston Monroe Ontario Orleans Wayne Yates

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 15.99 |
| 01012 - Accounting Clerk II        |          | 17.97 |
| 01013 - Accounting Clerk III       |          | 20.09 |
| 01020 - Administrative Assistant   |          | 30.69 |
| 01035 - Court Reporter             |          | 33.14 |
| 01041 - Customer Service           |          | 14.23 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 15.53 |
| Representative II                  |          |       |

| 01043 - Customer Service   | 17.44 |
|--|-------|
| Representative III   |       |
| 01051 - Data Entry Operator I  | 15.06 |
| 01052 - Data Entry Operator II   | 16.43 |
| 01060 - Dispatcher Motor Vehicle   | 20.68 |
| 01070 - Document Preparation Clerk   | 15.18 |
| 01090 - Duplicating Machine Operator<br>01111 - General Clerk I            | 13.57 |
| 01112 - General Clerk II   | 13.91 |
| 01112 - General Clerk II<br>01113 - General Clerk III                      | 15.71 |
| 01120 - Housing Referral Assistant   | 19.93 |
| 01141 - Messenger Courier  | 14.96 |
| 01191 - Order Clerk I  | 14.98 |
| 01192 - Order Clerk II   | 16.33 |
| 01261 - Personnel Assistant  | 16.51 |
| (Employment) I   |       |
| 01262 - Personnel Assistant  | 18.46 |
| (Employment) II  |       |
| 01263 - Personnel Assistant  | 20.58 |
| (Employment) III   |       |
| 01270 - Production Control Clerk   | 22.41 |
| 01290 - Rental Clerk   | 16.13 |
| 01300 - Scheduler Maintenance  | 15.98 |
| 01311 - Secretary I  | 15.98 |
| 01312 - Secretary II   | 17.88 |
| 01313 - Secretary III  | 19.93 |
| 01320 - Service Order Dispatcher   | 17.78 |
| 01410 - Supply Technician  | 30.69 |
| 01420 - Survey Worker  | 16.79 |
| 01460 - Switchboard  | 14.83 |
| Operator/Receptionist  |       |
| 01531 - Travel Clerk I   | 17.29 |
| 01532 - Travel Clerk II  | 18.25 |
| 01533 - Travel Clerk III   | 19.27 |
| 01611 - Word Processor I   | 14.73 |
| 01612 - Word Processor II  | 16.53 |
| 01613 - Word Processor III   | 18.49 |
| 05000 - Automotive Service Occupations<br>05005 - Automobile Body Repairer | 21.06 |
| Fiberglass   | 21.00 |
| 05010 - Automotive Electrician   | 19.67 |
| 05040 - Automotive Glass Installer   | 19.07 |
| 05070 - Automotive Worker  | 18.66 |
| 05110 - Mobile Equipment Servicer  | 16.67 |
| 05130 - Motor Equipment Metal  | 20.68 |
| Mechanic   | 20.00 |
| 05160 - Motor Equipment Metal Worker                                       | 18.66 |
| 05190 - Motor Vehicle Mechanic   | 20.68 |

| 05220 - Motor Vehicle Mechanic       | 15.74   |
|--------------------------------------|---------|
| Helper                               | 17 E0   |
| 05250 - Motor Vehicle Upholstery     | 17.58   |
| Worker                               | 18.66   |
| 05280 - Motor Vehicle Wrecker        |         |
| 05310 - Painter Automotive           | 19.67   |
| 05340 - Radiator Repair Specialist   | 18.66   |
| 05370 - Tire Repairer                | 15.38   |
| 05400 - Transmission Repair          | 20.68   |
| Specialist                           |         |
| 07000 - Food Preparation And Service |         |
| Occupations                          | 1 0 0 1 |
| 07010 - Baker                        | 16.04   |
| 07041 - Cook I                       | 14.81   |
| 07042 - Cook II                      | 16.82   |
| 07070 - Dishwasher                   | 12.16   |
| 07130 - Food Service Worker          | 12.70   |
| 07210 - Meat Cutter                  | 21.29   |
| 07260 - Waiter/Waitress              | 17.01   |
| 09000 - Furniture Maintenance And    |         |
| Repair Occupations                   | 10.00   |
| 09010 - Electrostatic Spray Painter  | 19.67   |
| 09040 - Furniture Handler            | 12.95   |
| 09080 - Furniture Refinisher         | 19.67   |
| 09090 - Furniture Refinisher Helper  | 14.89   |
| 09110 - Furniture Repairer Minor     | 16.86   |
| 09130 - Upholsterer                  | 19.67   |
| 11000 - General Services And Support |         |
| Occupations                          | 10.05   |
| 11030 - Cleaner Vehicles             | 13.27   |
| 11060 - Elevator Operator            | 13.80   |
| 11090 - Gardener                     | 18.28   |
| 11122 - Housekeeping Aide            | 13.80   |
| 11150 - Janitor                      | 13.80   |
| 11210 - Laborer Grounds Maintenance  | 14.80   |
| 11240 - Maid or Houseman             | 12.72   |
| 11260 - Pruner                       | 13.69   |
| 11270 - Tractor Operator             | 17.00   |
| 11330 - Trail Maintenance Worker     | 14.80   |
| 11360 - Window Cleaner               | 14.92   |
| 12000 - Health Occupations           | 10 50   |
| 12010 - Ambulance Driver             | 19.52   |
| 12011 - Breath Alcohol Technician    | 19.52   |
| 12012 - Certified Occupational       | 28.21   |
| Therapist Assistant                  | 07.05   |
| 12015 - Certified Physical Therapist | 27.05   |
| Assistant                            | 10.01   |
| 12020 - Dental Assistant             | 19.91   |
| 12025 - Dental Hygienist             | 30.27   |

| 12030 - EKG Technician                                     | 27.64 |
|--|-------|
| 12035 - Electroneurodiagnostic                             | 27.64 |
| Technologist   |       |
| 12040 - Emergency Medical Technician                       | 19.52 |
| 12071 - Licensed Practical Nurse I                         | 18.19 |
| 12072 - Licensed Practical Nurse II                        | 20.43 |
| 12073 - Licensed Practical Nurse III                       | 22.77 |
| 12100 - Medical Assistant                                  | 16.07 |
| 12130 - Medical Laboratory                                 | 24.10 |
| Technician   |       |
| 12160 - Medical Record Clerk                               | 19.32 |
| 12190 - Medical Record Technician                          | 21.60 |
| 12195 - Medical Transcriptionist                           | 17.84 |
| 12210 - Nuclear Medicine                                   | 38.20 |
| Technologist   |       |
| 12221 - Nursing Assistant I                                | 11.85 |
| 12222 - Nursing Assistant II                               | 13.33 |
| 12223 - Nursing Assistant III                              | 14.54 |
| 12224 - Nursing Assistant IV                               | 16.32 |
| 12235 - Optical Dispenser                                  | 27.03 |
| 12236 - Optical Technician                                 | 18.40 |
| 12250 - Pharmacy Technician                                | 15.53 |
| 12280 - Phlebotomist                                       | 17.38 |
| 12305 - Radiologic Technologist                            | 27.86 |
| 12311 - Registered Nurse I                                 | 25.22 |
| 12311 - Registered Nurse I<br>12312 - Registered Nurse II  | 29.83 |
| 12312 - Registered Nurse II<br>12313 - Registered Nurse II | 29.83 |
| Specialist   | 29.03 |
| -  | 36.10 |
| 12314 - Registered Nurse III                               | 36.10 |
| 12315 - Registered Nurse III<br>Anesthetist                | 30.10 |
| 12316 - Registered Nurse IV                                | 10 05 |
| -  | 43.25 |
| 12317 - Scheduler (Drug and Alcohol                        | 24.17 |
| Testing)   |       |
| 12320 - Substance Abuse Treatment                          | 23.74 |
| Counselor  |       |
| 13000 - Information And Arts                               |       |
| Occupations  | 00 15 |
| 13011 - Exhibits Specialist I                              | 20.45 |
| 13012 - Exhibits Specialist II                             | 25.17 |
| 13013 - Exhibits Specialist III                            | 30.10 |
| 13041 - Illustrator I                                      | 20.34 |
| 13042 - Illustrator II                                     | 25.04 |
| 13043 - Illustrator III                                    | 30.10 |
| 13047 - Librarian  | 27.25 |
| 13050 - Library Aide/Clerk                                 | 14.44 |
| 13054 - Library Information                                | 24.61 |
| Technology Systems   |       |
| Administrator  |       |

|   | 1 5 0 7 |
|---|---------|
| 13058 - Library Technician  | 15.07   |
| 13061 - Media Specialist I  | 17.76   |
| 13062 - Media Specialist II   | 19.86   |
| 13063 - Media Specialist III  | 22.14   |
| 13071 - Photographer I  | 17.57   |
| 13072 - Photographer II   | 19.66   |
| 13073 - Photographer III  | 24.34   |
| 13074 - Photographer IV   | 29.78   |
| 13075 - Photographer V  | 36.03   |
| 13090 - Technical Order Library                                       | 18.14   |
| Clerk   |         |
| 13110 - Video Teleconference  | 23.49   |
| Technician  |         |
| 14000 - Information Technology  |         |
| Occupations   |         |
| 14041 - Computer Operator I   | 18.95   |
| 14042 - Computer Operator II  | 21.21   |
| 14043 - Computer Operator III   | 23.64   |
| 14044 - Computer Operator IV  | 26.27   |
| 14045 - Computer Operator V   | 29.10   |
| 14071 - Computer Programmer I (see 1)                                 | 24.12   |
| 14071Computer Programmer I(see 1)14072- Computer Programmer II(see 1) | 27.12   |
|   |         |
| · · ·   |         |
| 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  | 18.95   |
| Operator  |         |
| 14160 - Personal Computer Support                                     | 26.27   |
| Technician  |         |
| 14170 - System Support Specialist                                     | 33.09   |
| 15000 - Instructional Occupations                                     |         |
| 15010 - Aircrew Training Devices                                      | 28.76   |
| Instructor (Non-Rated)  |         |
| 15020 - Aircrew Training Devices                                      | 34.78   |
| Instructor (Rated)  |         |
| 15030 - Air Crew Training Devices                                     | 41.67   |
| Instructor (Pilot)  |         |
| 15050 - Computer Based Training                                       | 30.38   |
| Specialist / Instructor   |         |
| 15060 - Educational Technologist                                      | 34.04   |
| 15070 - Flight Instructor (Pilot)                                     | 41.67   |
| 15080 - Graphic Artist  | 22.82   |
| 15085 - Maintenance Test Pilot Fixed                                  | 38.61   |
| Jet/Prop  |         |
| 15086 - Maintenance Test Pilot  | 38.61   |
| Rotary Wing   | 50.01   |
|   |         |

| 15088 - Non-Maintenance Test/Co-                                      | 38.61          |
|---|----------------|
| Pilot   |                |
| 15090 - Technical Instructor  | 24.69          |
| 15095 - Technical Instructor/Course                                   | 30.20          |
| Developer   | 10 02          |
| 15110 - Test Proctor<br>15120 - Tutor                                 | 19.93<br>19.93 |
|   | 19.95          |
| 16000 - Laundry Dry-Cleaning Pressing<br>And Related Occupations      |                |
| 16010 - Assembler   | 13.67          |
| 16010 - Assembler<br>16030 - Counter Attendant                        | 13.67          |
| 16040 - Dry Cleaner   | 15.67          |
| 16040 - Dry Cleaner<br>16070 - Finisher Flatwork Machine              | 13.67          |
| 16090 - Presser Hand  | 13.67          |
|   |                |
| 16110 - Presser Machine Drycleaning<br>16130 - Presser Machine Shirts | 13.67          |
|   | 13.67          |
| 16160 - Presser Machine Wearing                                       | 13.67          |
| Apparel Laundry   | 1 6 0 7        |
| 16190 - Sewing Machine Operator                                       | 16.27          |
| 16220 - Tailor  | 16.92          |
| 16250 - Washer Machine  | 14.32          |
| 19000 - Machine Tool Operation And                                    |                |
| Repair Occupations  | 0.0 1.0        |
| 19010 - Machine-Tool Operator (Tool                                   | 22.42          |
| Room)   | 0 - 0 4        |
| 19040 - Tool And Die Maker  | 27.04          |
| 21000 - Materials Handling And Packing                                |                |
| Occupations   | 10 10          |
| 21020 - Forklift Operator   | 18.13          |
| 21030 - Material Coordinator  | 22.41          |
| 21040 - Material Expediter  | 22.41          |
| 21050 - Material Handling Laborer                                     | 14.25          |
| 21071 - Order Filler  | 14.15          |
| 21080 - Production Line Worker (Food                                  | 18.13          |
| Processing)   |                |
| 21110 - Shipping Packer   | 17.64          |
| 21130 - Shipping/Receiving Clerk                                      | 17.64          |
| 21140 - Store Worker I  | 14.33          |
| 21150 - Stock Clerk   | 18.15          |
| 21210 - Tools And Parts Attendant                                     | 18.13          |
| 21410 - Warehouse Specialist  | 18.13          |
| 23000 - Mechanics And Maintenance And                                 |                |
| Repair Occupations  |                |
| 23010 - Aerospace Structural Welder                                   | 35.50          |
| 23019 - Aircraft Logs and Records                                     | 28.88          |
| Technician  |                |
| 23021 - Aircraft Mechanic I   | 33.84          |
| 23022 - Aircraft Mechanic II  | 35.50          |
| 23023 - Aircraft Mechanic III   | 37.17          |

| 23040 - Aircraft Mechanic Helper                        | 25.18 |
|---|-------|
| 23050 - Aircraft Painter                                | 32.20 |
| 23060 - Aircraft Servicer                               | 28.88 |
| 23070 - Aircraft Survival Flight                        | 32.20 |
| Equipment Technician                                    |       |
| 23080 - Aircraft Worker                                 | 30.54 |
| 23091 - Aircrew Life Support                            | 30.54 |
| Equipment (ALSE) Mechanic                               |       |
| I   |       |
| -<br>23092 - Aircrew Life Support                       | 33.84 |
| Equipment (ALSE) Mechanic                               | 00.01 |
|   |       |
| 23110 - Appliance Mechanic                              | 21.72 |
| 23120 - Bicycle Repairer                                | 21.72 |
| 23125 - Cable Splicer                                   | 39.98 |
| 23130 - Carpenter Maintenance                           | 22.64 |
| 23140 - Carpet Layer                                    | 24.68 |
| 23140 - Carpet Layer<br>23160 - Electrician Maintenance | 30.29 |
| 23180 - Electronics Technician                          | 24.52 |
| Maintenance I   | 24.JZ |
| 23182 - Electronics Technician                          | 25.85 |
|   | 23.03 |
| Maintenance II<br>23183 - Electronics Technician        | 27.17 |
|   | 2/.1/ |
| Maintenance III<br>23260 - Fabric Worker                |       |
|   | 23.25 |
| 23290 - Fire Alarm System Mechanic                      | 26.55 |
| 23310 - Fire Extinguisher Repairer                      | 21.75 |
| 23311 - Fuel Distribution System                        | 35.89 |
| Mechanic  |       |
| 23312 - Fuel Distribution System                        | 28.83 |
| Operator<br>23370 - General Maintenance Worker          | 19.57 |
|   |       |
| 23380 - Ground Support Equipment                        | 33.84 |
| Mechanic  | 00.00 |
| 23381 - Ground Support Equipment                        | 28.88 |
| Servicer  |       |
| 23382 - Ground Support Equipment                        | 30.54 |
| Worker  | 01 75 |
| 23391 - Gunsmith I                                      | 21.75 |
| 23392 - Gunsmith II                                     | 24.68 |
| 23393 - Gunsmith III                                    | 27.35 |
| 23410 - Heating Ventilation And Air-                    | 24.98 |
| Conditioning  |       |
| Mechanic  |       |
| 23411 - Heating Ventilation And Air                     | 26.20 |
| Contidioning  |       |
| Mechanic (Research Facility)                            |       |
| 23430 - Heavy Equipment Mechanic                        | 25.08 |
| 23440 - Heavy Equipment Operator                        | 26.17 |

| 23460 -            | Instrument Mechanic                          | 27.35          |
|--------------------|--|----------------|
| 23465 -            | Laboratory/Shelter Mechanic                  | 26.01          |
|                    | Laborer                                      | 14.25          |
| 23510 -            | Locksmith                                    | 25.86          |
| 23530 -            | Machinery Maintenance                        | 26.32          |
| Mechanic           | -  |                |
| 23550 -            | Machinist Maintenance                        | 22.45          |
| 23580 -            | Maintenance Trades Helper                    | 17.01          |
|                    | Metrology Technician I                       | 27.35          |
| 23592 -            | Metrology Technician II                      | 28.68          |
|                    | Metrology Technician III                     | 30.04          |
|                    | Millwright                                   | 29.95          |
| 23710 -            | Office Appliance Repairer                    | 21.80          |
| 23760 -            | Painter Maintenance                          | 21.05          |
| 23790 -            | Pipefitter Maintenance                       | 31.32          |
|                    | Plumber Maintenance                          | 29.79          |
| 23820 -            | Pneudraulic Systems Mechanic                 | 27.35          |
| 23850 -            | _  | 27.35          |
|                    | Scale Mechanic                               | 24.68          |
| 23890 -            | Sheet-Metal Worker                           | 31.24          |
| Maintenan          | ce   |                |
|                    | Small Engine Mechanic                        | 20.69          |
|                    | Telecommunications Mechanic                  | 30.07          |
| I                  |  |                |
| 23932 -            | Telecommunications Mechanic                  | 31.58          |
| II                 |  |                |
| 23950 -            | Telephone Lineman                            | 29.47          |
|                    | Welder Combination                           | 20.94          |
| Maintenan          | ce   |                |
| 23965 -            | Well Driller                                 | 26.35          |
| 23970 -            | Woodcraft Worker                             | 27.35          |
| 23980 -            | Woodworker                                   | 21.75          |
| 24000 - P          | ersonal Needs Occupations                    |                |
|                    | Case Manager                                 | 17.84          |
|                    | Child Care Attendant                         | 12.58          |
| 24580 -            | Child Care Center Clerk                      | 15.68          |
| 24610 -            | Chore Aide                                   | 13.77          |
| 24620 -            | Family Readiness And Support                 | 17.84          |
| Services           |  |                |
| Coordin            | ator   |                |
| 24630 -            | Homemaker                                    | 17.84          |
| 25000 - P          | lant And System Operations                   |                |
| Occupatio          |  |                |
| 25010 -            | Boiler Tender                                | 32.95          |
|                    |  |                |
| 25040 -            | Sewage Plant Operator                        | 26.56          |
|                    | Sewage Plant Operator<br>Stationary Engineer | 26.56<br>32.95 |
| 25070 -            |  |                |
| 25070 -<br>25190 - | Stationary Engineer                          | 32.95          |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 23.84 |
| 27007 - Baggage Inspector              |      |    | 15.59 |
| 27008 - Corrections Officer            |      |    | 32.57 |
| 27010 - Court Security Officer         |      |    | 34.20 |
| 27030 - Detection Dog Handler          |      |    | 18.54 |
| 27040 - Detention Officer              |      |    | 32.57 |
| 27070 - Firefighter                    |      |    | 35.82 |
| 27101 - Guard I                        |      |    | 15.59 |
| 27102 - Guard II                       |      |    | 18.54 |
| 27131 - Police Officer I               |      |    | 32.57 |
| 27132 - Police Officer II              |      |    | 36.20 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 15.48 |
| 28042 - Carnival Equipment Repairer    |      |    | 16.64 |
| 28043 - Carnival Worker                |      |    | 12.46 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 17.39 |
| 28310 - Lifeguard                      |      |    | 12.39 |
| 28350 - Park Attendant (Aide)          |      |    | 19.45 |
| 28510 - Recreation Aide/Health         |      |    | 14.19 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 24.09 |
| 28630 - Sports Official                |      |    | 15.48 |
| 28690 - Swimming Pool Operator         |      |    | 18.90 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 33.03 |
| 29020 - Hatch Tender                   |      |    | 33.03 |
| 29030 - Line Handler                   |      |    | 33.04 |
| 29041 - Stevedore I                    |      |    | 31.24 |
| 29042 - Stevedore II                   |      |    | 34.82 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.29 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 27.78 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 30.59 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 18.82 |
| 30022 - Archeological Technician II    |      |    | 21.05 |
| 30023 - Archeological Technician III   |      |    | 26.06 |
| 30030 - Cartographic Technician        |      |    | 26.06 |
| 30040 - Civil Engineering Technician   |      |    | 27.37 |
| 30051 - Cryogenic Technician I         |      |    | 28.88 |
| 30052 - Cryogenic Technician II        |      |    | 30.45 |
| 30061 - Drafter/CAD Operator I         |      |    | 18.82 |
| 30062 - Drafter/CAD Operator II        |      |    | 21.05 |
| 30063 - Drafter/CAD Operator III       |      |    | 23.47 |
| 30064 - Drafter/CAD Operator IV        |      |    | 28.88 |
| · •                                    |      |    |       |

| 20001 Harizsenian Hachaisian T                  | 1070           |
|---|----------------|
| 30081 - Engineering Technician I                | 16.76          |
| 30082 - Engineering Technician II               | 18.85<br>21.61 |
| 30083 - Engineering Technician III              |                |
| 30084 - Engineering Technician IV               | 27.09          |
| 30085 - Engineering Technician V                | 31.56          |
| 30086 - Engineering Technician VI               | 33.67          |
| 30090 - Environmental Technician                | 21.29          |
| 30095 - Evidence Control Specialist             | 24.14          |
| 30210 - Laboratory Technician                   | 24.29          |
| 30221 - Latent Fingerprint                      | 27.58          |
| Technician I                                    | 30.45          |
| 30222 - Latent Fingerprint<br>Technician II     | 30.45          |
| 30240 - Mathematical Technician                 |                |
|   | 29.19          |
| 30361 - Paralegal/Legal Assistant I             | 20.54          |
| 30362 - Paralegal/Legal Assistant II            | 26.28          |
| 30363 - Paralegal/Legal Assistant               | 32.12          |
|   |                |
| 30364 - Paralegal/Legal Assistant IV            | 38.86          |
| 30375 - Petroleum Supply Specialist             | 29.54          |
| 30390 - Photo-Optics Technician                 | 26.06          |
| 30395 - Radiation Control Technician            | 29.54          |
| 30461 - Technical Writer I                      | 23.60          |
| 30462 - Technical Writer II                     | 28.87          |
| 30463 - Technical Writer III                    | 34.94          |
| 30491 - Unexploded Ordnance (UXO)               | 25.60          |
| Technician I                                    | 0.0.00         |
| 30492 - Unexploded Ordnance (UXO)               | 30.98          |
| Technician II                                   | 0.5.4.0        |
| 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                    | 28.88          |
| 30502 - Weather Forecaster II                   | 33.54          |
| <b>30620 - Weather Observer Combined</b> (see 2 | ) 23.78        |
| Upper Air Or                                    |                |
| Surface Programs                                |                |
| <b>30621 - Weather Observer Senior</b> (see 2   | ) 26.06        |
| 31000 - Transportation/Mobile                   |                |
| Equipment Operation Occupations                 |                |
| 31010 - Airplane Pilot                          | 30.98          |
| 31020 - Bus Aide                                | 17.42          |
| 31030 - Bus Driver                              | 24.15          |
| 31043 - Driver Courier                          | 13.77          |
| 31260 - Parking and Lot Attendant               | 12.99          |
| 31290 - Shuttle Bus Driver                      | 15.68          |

| 31310 - Taxi Driver                 | 14.61 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 14.77 |
| 31362 - Truckdriver Medium          | 17.67 |
| 31363 - Truckdriver Heavy           | 21.79 |
| 31364 - Truckdriver Tractor-Trailer | 21.79 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.10 |
| 99030 - Cashier                     | 12.44 |
| 99050 - Desk Clerk                  | 12.28 |
| 99095 - Embalmer                    | 33.14 |
| 99130 - Flight Follower             | 25.60 |
| 99251 - Laboratory Animal Caretaker | 14.92 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 16.04 |
| II                                  |       |
| 99260 - Marketing Analyst           | 30.93 |
| 99310 - Mortician                   | 33.14 |
| 99410 - Pest Controller             | 18.58 |
| 99510 - Photofinishing Worker       | 15.96 |
| 99710 - Recycling Laborer           | 17.67 |
| 99711 - Recycling Specialist        | 21.29 |
| 99730 - Refuse Collector            | 17.06 |
| 99810 - Sales Clerk                 | 14.74 |
| 99820 - School Crossing Guard       | 14.62 |
| 99830 - Survey Party Chief          | 30.39 |
| 99831 - Surveying Aide              | 19.04 |
| 99832 - Surveying Technician        | 26.13 |
| 99840 - Vending Machine Attendant   | 16.20 |
| 99841 - Vending Machine Repairer    | 19.70 |
| 99842 - Vending Machine Repairer    | 16.20 |
| 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

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 SCAcovered 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 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4163

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER HU.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4163 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 York

Area: New York Counties of Madison Onondaga Oswego

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 16.23 |
| 01012 - Accounting Clerk II        |          | 18.23 |
| 01013 - Accounting Clerk III       |          | 20.39 |
| 01020 - Administrative Assistant   |          | 33.05 |
| 01035 - Court Reporter             |          | 18.96 |
| 01041 - Customer Service           |          | 14.53 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 15.86 |
| Representative II                  |          |       |

| 01043 - Customer Service                                 | 17.81       |
|--|-------------|
| Representative III                                       |             |
| 01051 - Data Entry Operator I                            | 13.75       |
| 01052 - Data Entry Operator II                           | 15.01       |
| 01060 - Dispatcher Motor Vehicle                         | 19.22       |
| 01070 - Document Preparation Clerk                       | 16.04       |
| 01090 - Duplicating Machine Operator                     | 16.04       |
| 01111 - General Clerk I                                  | 13.62       |
| 01112 - General Clerk II                                 | 14.87       |
| 01113 - General Clerk III                                | 16.70       |
| 01120 - Housing Referral Assistant                       | 20.76       |
| 01141 - Messenger Courier<br>01191 - Order Clerk I       | 14.01       |
|  | 15.87       |
| 01192 - Order Clerk II                                   | 17.33       |
| 01261 - Personnel Assistant                              | 16.15       |
| (Employment) I   | 10 00       |
| 01262 - Personnel Assistant                              | 18.06       |
| (Employment) II<br>01263 - Personnel Assistant           | 20 12       |
|  | 20.13       |
| (Employment) III<br>01270 - Production Control Clerk     | 00 11       |
| 01270 - Production Control Clerk<br>01290 - Rental Clerk | 23.11 15.33 |
| 01290 - Rental Clerk<br>01300 - Scheduler Maintenance    | 16.64       |
|  | 16.64       |
| 01311 - Secretary I<br>01312 - Secretary I               | 18.62       |
| 01312 - Secretary II<br>01313 - Secretary II             |             |
| 01313 - Secretary III<br>01320 - Secretary Dispetator    | 20.76       |
| 01320 - Service Order Dispatcher                         | 33.05       |
| 01410 - Supply Technician<br>01420 - Survey Worker       | 18.76       |
| 01420 - Survey Worker<br>01460 - Switchboard             | 15.80       |
| Operator/Receptionist                                    | 13.00       |
| 01531 - Travel Clerk I                                   | 15.02       |
| 01532 - Travel Clerk II                                  | 16.20       |
| 01532 - Travel Clerk II<br>01533 - Travel Clerk III      | 17.40       |
| 01611 - Word Processor I                                 | 14.72       |
| 01612 - Word Processor II                                | 16.52       |
| 01613 - Word Processor III                               | 18.49       |
| 05000 - Automotive Service Occupations                   | 10.17       |
| 05005 - Automobile Body Repairer                         | 26.04       |
| Fiberglass   | 20.04       |
| 05010 - Automotive Electriciar                           | 18.24       |
| 05040 - Automotive Glass Installer                       | 17.63       |
| 05070 - Automotive Worker                                | 17.63       |
| 05110 - Mobile Equipment Servicer                        | 16.32       |
| 05130 - Motor Equipment Metal                            | 18.96       |
| Mechanic   | 20.00       |
| 05160 - Motor Equipment Metal Worker                     | 17.63       |
| 05190 - Motor Vehicle Mechanic                           | 18.60       |

| 05220 - Motor Vehicle Mechanic                               | 15.63     |
|--|-----------|
| Helper   | 16.95     |
| 05250 - Motor Vehicle Upholstery<br>Worker                   | 10.95     |
| 05280 - Motor Vehicle Wrecker                                | 17.63     |
| 05210 - Painter Automotive                                   | 18.24     |
| 05340 - Radiator Repair Specialist                           | 17.63     |
|  | 15.13     |
| 05370 - Tire Repairer  | 18.96     |
| 05400 - Transmission Repair                                  | 10.90     |
| Specialist<br>07000 - Food Preparation And Service           |           |
| Occupations  |           |
| 07010 - Baker  | 13.65     |
| 07041 - Cook I   | 16.82     |
| 07041 - Cook I<br>07042 - Cook II                            | 18.82     |
| 07072 - COOK II<br>07070 - Dishwasher                        | 12.44     |
| 07130 - Food Service Worker                                  | 12.44     |
| 07210 - Meat Cutter  | 12.43     |
| 07260 - Waiter/Waitress                                      | 13.62     |
| 07200 - Walter/Waltress<br>09000 - Furniture Maintenance And | 13.02     |
| Repair Occupations   |           |
| 09010 - Electrostatic Spray Painter                          | 18.28     |
| 09040 - Furniture Handler                                    | 13.59     |
| 09080 - Furniture Refinisher                                 | 18.28     |
| 09090 - Furniture Refinisher Helper                          | 15.63     |
| 09110 - Furniture Repairer Minor                             | 16.95     |
| 09130 - Upholsterer  | 20.09     |
| 11000 - General Services And Support                         | 20.09     |
| Occupations  |           |
| 11030 - Cleaner Vehicles                                     | 12.82     |
| 11060 - Elevator Operator                                    | 14.12     |
| 11090 - Gardener   | 18.36     |
| 11122 - Housekeeping Aide                                    | 14.12     |
| 11150 - Janitor  | 14.12     |
| 11210 - Laborer Grounds Maintenance                          | 14.51     |
| 11240 - Maid or Houseman                                     | 12.54     |
| 11260 - Pruner   | 17.78     |
| 11270 - Tractor Operator                                     | 17.08     |
| 11330 - Trail Maintenance Worker                             | 14.51     |
| 11360 - Window Cleaner                                       | 15.53     |
| 12000 - Health Occupations                                   | 10.00     |
| 12010 - Ambulance Driver                                     | 18.15     |
| 12010 - Breath Alcohol Technician                            | 18.15     |
| 12012 - Certified Occupational                               | 24.00     |
| Therapist Assistant  | L 1 • 0 0 |
| 12015 - Certified Physical Therapist                         | 23.45     |
| Assistant  | 23.13     |
| 12020 - Dental Assistant                                     | 18.51     |
| 12025 - Dental Hygienist                                     | 35.56     |
|  |           |

| 12030 - EKG Technician  | 32.84 |
|---|-------|
| 12035 - Electroneurodiagnostic                                | 32.84 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                          | 18.15 |
| 12071 - Licensed Practical Nurse I                            | 17.52 |
| 12072 - Licensed Practical Nurse II                           | 19.59 |
| 12073 - Licensed Practical Nurse III                          | 21.84 |
| 12100 - Medical Assistant                                     | 16.35 |
| 12130 - Medical Laboratory                                    | 29.35 |
| Technician  |       |
| 12160 - Medical Record Clerk                                  | 19.60 |
| 12190 - Medical Record Technician                             | 22.74 |
| 12195 - Medical Transcriptionist                              | 17.48 |
| 12210 - Nuclear Medicine                                      | 41.35 |
| Technologist  |       |
| 12221 - Nursing Assistant I                                   | 11.43 |
| 12222 - Nursing Assistant II                                  | 12.85 |
| 12223 - Nursing Assistant III                                 | 14.02 |
| 12224 - Nursing Assistant IV                                  | 15.74 |
| 12235 - Optical Dispenser                                     | 26.64 |
| 12236 - Optical Technician                                    | 15.04 |
| 12250 - Pharmacy Technician                                   | 16.04 |
| 12280 - Phlebotomist  | 17.19 |
| 12305 - Radiologic Technologist                               | 29.58 |
| 12303 - Radiologic lecinologist<br>12311 - Registered Nurse I | 29.58 |
|   |       |
| 12312 - Registered Nurse II                                   | 27.66 |
| 12313 - Registered Nurse II                                   | 27.66 |
| Specialist  |       |
| 12314 - Registered Nurse III                                  | 33.46 |
| 12315 - Registered Nurse III                                  | 33.46 |
| Anesthetist   | 40 10 |
| 12316 - Registered Nurse IV                                   | 40.10 |
| 12317 - Scheduler (Drug and Alcohol                           | 22.48 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment                             | 25.69 |
| Counselor   |       |
| 13000 - Information And Arts                                  |       |
| Occupations   |       |
| 13011 - Exhibits Specialist I                                 | 21.92 |
| 13012 - Exhibits Specialist II                                | 27.15 |
| 13013 - Exhibits Specialist III                               | 33.21 |
| 13041 - Illustrator I   | 21.92 |
| 13042 - Illustrator II  | 27.15 |
| 13043 - Illustrator III                                       | 33.21 |
| 13047 - Librarian   | 30.07 |
| 13050 - Library Aide/Clerk                                    | 13.24 |
| 13054 - Library Information                                   | 27.15 |
| Technology Systems  |       |
| Administrator   |       |

|   | 10 (1  |
|---|--------|
| 13058 - Library Technician                    | 13.64  |
| 13061 - Media Specialist I                    | 19.60  |
| 13062 - Media Specialist II                   | 21.92  |
| 13063 - Media Specialist III                  | 24.43  |
| 13071 - Photographer I                        | 17.08  |
| 13072 - Photographer II                       | 19.11  |
| 13073 - Photographer III                      | 23.66  |
| 13074 - Photographer IV                       | 28.95  |
| 13075 - Photographer V                        | 35.02  |
| 13090 - Technical Order Library               | 16.63  |
| Clerk   | 10.00  |
| 13110 - Video Teleconference                  | 23.01  |
|   | 23.01  |
| Technician                                    |        |
| 14000 - Information Technology                |        |
| Occupations                                   |        |
| 14041 - Computer Operator I                   | 17.17  |
| 14042 - Computer Operator II                  | 19.22  |
| 14043 - Computer Operator III                 | 21.44  |
| 14044 - Computer Operator IV                  | 25.99  |
| 14045 - Computer Operator V                   | 30.38  |
| 14071 - Computer Programmer I (see 1)         | 23.30  |
| 14072 - Computer Programmer II (see 1)        | 20.00  |
| 14073 - Computer Programmer III(See 1)(see 1) |        |
|   |        |
| 14074 - Computer Programmer IV (see 1)        |        |
| 14101 - Computer Systems Analyst I (see 1)    |        |
| 14102 - Computer Systems Analyst II (see 1)   |        |
| 14103 - Computer Systems Analyst III (see 1)  |        |
| 14150 - Peripheral Equipment                  | 17.17  |
| Operator                                      |        |
| 14160 - Personal Computer Support             | 26.45  |
| Technician                                    |        |
| 14170 - System Support Specialist             | 32.68  |
| 15000 - Instructional Occupations             |        |
| 15010 - Aircrew Training Devices              | 28.85  |
| Instructor (Non-Rated)                        | 20.00  |
| 15020 - Aircrew Training Devices              | 34.91  |
| _   | 54.91  |
| Instructor (Rated)                            | 41 0 4 |
| 15030 - Air Crew Training Devices             | 41.84  |
| Instructor (Pilot)                            |        |
| 15050 - Computer Based Training               | 28.85  |
| Specialist / Instructor                       |        |
| 15060 - Educational Technologist              | 34.17  |
| 15070 - Flight Instructor (Pilot)             | 41.84  |
| 15080 - Graphic Artist                        | 23.83  |
| 15085 - Maintenance Test Pilot Fixed          | 41.84  |
| Jet/Prop                                      |        |
| 15086 - Maintenance Test Pilot                | 41.84  |
| Rotary Wing                                   | 11.04  |
|   |        |

|   | 11 01 |
|---|-------|
| 15088 - Non-Maintenance Test/Co-                                      | 41.84 |
| Pilot<br>15090 - Technical Instructor                                 | 24.72 |
| 15090 - Technical Instructor/Course                                   | 30.24 |
| •   | 30.24 |
| Developer   | 10 00 |
| 15110 - Test Proctor  | 19.96 |
| 15120 - Tutor   | 19.96 |
| 16000 - Laundry Dry-Cleaning Pressing<br>And Related Occupations      |       |
| 16010 - Assembler   | 13.67 |
| 16010 - Assembler<br>16030 - Counter Attendant                        | 13.67 |
| 16040 - Dry Cleaner   | 15.67 |
| 16040 - Dry Cleaner<br>16070 - Finisher Flatwork Machine              | 13.67 |
| 16090 - Presser Hand  | 13.67 |
| 16110 - Presser Machine Drycleaning                                   | 13.67 |
| 16130 - Presser Machine Drycleaning<br>16130 - Presser Machine Shirts | 13.67 |
| 16150 - Presser Machine Shirts<br>16160 - Presser Machine Wearing     |       |
| -   | 13.67 |
| Apparel Laundry<br>16190 - Sewing Machine Operator                    | 16.27 |
| 16190 - Sewing Machine Operator<br>16220 - Tailor                     | 16.92 |
| 16220 - Tallor<br>16250 - Washer Machine                              | 16.92 |
|   | 14.32 |
| 19000 - Machine Tool Operation And                                    |       |
| Repair Occupations  | 22.67 |
| 19010 - Machine-Tool Operator (Tool                                   | 22.07 |
| Room)<br>19040 - Tool And Die Maker                                   | 26.22 |
| 21000 - Materials Handling And Packing                                | 20.22 |
| Occupations   |       |
| 21020 - Forklift Operator   | 17.87 |
| 21020 - Material Coordinator  | 23.11 |
| 21040 - Material Expediter  | 23.11 |
| 21050 - Material Handling Laborer                                     | 15.69 |
| 21070 - Order Filler  | 13.92 |
| 21080 - Production Line Worker (Food                                  | 17.87 |
| Processing)   | I/.0/ |
| 21110 - Shipping Packer   | 16.90 |
| 21130 - Shipping/Receiving Clerk                                      | 16.90 |
| 21140 - Store Worker I  | 14.87 |
| 21150 - Stock Clerk   | 19.68 |
| 21210 - Tools And Parts Attendant                                     | 17.87 |
| 21410 - Warehouse Specialist  | 17.87 |
| 23000 - Mechanics And Maintenance And                                 |       |
| Repair Occupations  |       |
| 23010 - Aerospace Structural Welder                                   | 34.20 |
| 23019 - Aircraft Logs and Records                                     | 28.16 |
| Technician  |       |
| 23021 - Aircraft Mechanic I   | 32.95 |
| 23022 - Aircraft Mechanic II  | 34.20 |
| 23023 - Aircraft Mechanic III   | 35.38 |
|   |       |

| 23040 - Aircraft Mechanic Helper   | 24.89  |
|--|--------|
| 23050 - Aircraft Painter   | 31.50  |
| 23060 - Aircraft Servicer  | 28.16  |
| 23070 - Aircraft Survival Flight   | 31.50  |
| Equipment Technician   |        |
| 23080 - Aircraft Worker  | 29.94  |
| 23091 - Aircrew Life Support   | 29.94  |
| Equipment (ALSE) Mechanic  |        |
| I  |        |
| 23092 - Aircrew Life Support   | 32.95  |
| Equipment (ALSE) Mechanic  |        |
| II   |        |
| 23110 - Appliance Mechanic   | 21.34  |
| 23120 - Bicycle Repairer   | 21.89  |
| 23125 - Cable Splicer  | 35.57  |
| 23130 - Carpenter Maintenance  | 24.79  |
| 23140 - Carpet Layer   | 24.95  |
| 23160 - Electrician Maintenance  | 32.71  |
| 23181 - Electronics Technician   | 31.83  |
| Maintenance I  | 51.05  |
| 23182 - Electronics Technician   | 33.49  |
| Maintenance II   | JJ. IJ |
| 23183 - Electronics Technician   | 35.03  |
| Maintenance III  | 55.05  |
| 23260 - Fabric Worker  | 23.48  |
| 23290 - Fire Alarm System Mechanic                                       | 26.15  |
| 23290 - Fire Alarm System Mechanic<br>23310 - Fire Extinguisher Repairer | 22.31  |
| 23311 - Fuel Distribution System   | 37.85  |
| Mechanic   | 57.05  |
| 23312 - Fuel Distribution System   | 30.93  |
| Operator   | 50.95  |
| 23370 - General Maintenance Worker                                       | 20.67  |
| 23380 - Ground Support Equipment   | 32.95  |
| Mechanic   | 52.95  |
| 23381 - Ground Support Equipment   | 28.16  |
| Servicer   | 20.10  |
|  | 29.94  |
| 23382 - Ground Support Equipment<br>Worker                               | 29.94  |
| 23391 - Gunsmith I   | 22.31  |
| 23391 - Gunsmith I<br>23392 - Gunsmith II                                | 24.95  |
| 23392 - Gunsmith II<br>23393 - Gunsmith III                              | 24.95  |
|  | 25.34  |
| 23410 - Heating Ventilation And Air-                                     | 23.34  |
| Conditioning<br>Mechanic   |        |
|  | 26.30  |
| 23411 - Heating Ventilation And Air                                      | 20.30  |
| Contidioning   |        |
| Mechanic (Research Facility)   | 24 05  |
| 23430 - Heavy Equipment Mechanic   | 24.25  |
| 23440 - Heavy Equipment Operator   | 26.28  |

| 23460 -  | Instrument Mechanic   | 27.25  |
|--|---|--|
| 23465 -  | Laboratory/Shelter Mechanic   | 26.27  |
|  | Laborer   | 15.69  |
| 23510 -  | Locksmith   | 27.93  |
| 23530 -  | Machinery Maintenance   | 28.08  |
| Mechanic   | -   |  |
| 23550 -  | Machinist Maintenance   | 21.37  |
| 23580 -  | Maintenance Trades Helper   | 18.32  |
| 23591 -  | Metrology Technician I  | 27.25  |
| 23592 -  | Metrology Technician II   | 28.29  |
| 23593 -  | Metrology Technician III  | 29.27  |
| 23640 -  | Millwright  | 28.23  |
| 23710 -  | Office Appliance Repairer   | 24.30  |
| 23760 -  | Painter Maintenance   | 19.13  |
| 23790 -  | Pipefitter Maintenance  | 30.87  |
| 23810 -  | Plumber Maintenance   | 29.51  |
| 23820 -  | Pneudraulic Systems Mechanic  | 27.25  |
| 23850 -  | Rigger  | 27.25  |
| 23870 -  | Scale Mechanic  | 24.95  |
| 23890 -  | Sheet-Metal Worker  | 28.34  |
| Maintenan  | Ce  |  |
| 23910 -  | Small Engine Mechanic   | 19.26  |
| 23931 -  | Telecommunications Mechanic   | 32.22  |
| I  |   |  |
| 23932 -  | Telecommunications Mechanic   | 33.46  |
| II   |   |  |
| 23950 -  | Telephone Lineman   | 29.19  |
| 23960 -  | Welder Combination  | 21.93  |
| Maintenan  | ce  |  |
| 23965 -  | Well Driller  | 28.13  |
| 23970 -  | Woodcraft Worker  | 27.25  |
| 23980 -  | Woodworker  | 21.96  |
| 24000 - P  | ersonal Needs Occupations   |  |
| 24550 -  | Caso Managor  | 15.88  |
| 04570  | Case Manager  | 10.00  |
| 24570 -  | Child Care Attendant  | 12.64  |
|  | -   |  |
| 24580 -  | Child Care Attendant  | 12.64  |
| 24580 -<br>24610 -   | Child Care Attendant<br>Child Care Center Clerk   | 12.64<br>15.75   |
| 24580 -<br>24610 -   | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide   | 12.64<br>15.75<br>12.98  |
| 24580 -<br>24610 -<br>24620 -  | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 12.64<br>15.75<br>12.98  |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin   | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 12.64<br>15.75<br>12.98  |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -  | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 12.64<br>15.75<br>12.98<br>15.88                                     |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio  | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns  | 12.64<br>15.75<br>12.98<br>15.88                                     |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio  | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 12.64<br>15.75<br>12.98<br>15.88<br>15.88                            |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -   | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns  | 12.64<br>15.75<br>12.98<br>15.88                                     |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -                                  | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns<br>Boiler Tender   | 12.64<br>15.75<br>12.98<br>15.88<br>15.88                            |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25040 -                       | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 12.64<br>15.75<br>12.98<br>15.88<br>15.88<br>30.75<br>24.52          |
| 24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25040 -<br>25070 -<br>25190 - | Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 12.64<br>15.75<br>12.98<br>15.88<br>15.88<br>30.75<br>24.52<br>30.75 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 23.79 |
| 27007 - Baggage Inspector              |      |    | 17.41 |
| 27008 - Corrections Officer            |      |    | 28.10 |
| 27010 - Court Security Officer         |      |    | 30.71 |
| 27030 - Detection Dog Handler          |      |    | 19.71 |
| 27040 - Detention Officer              |      |    | 28.10 |
| 27070 - Firefighter                    |      |    | 31.49 |
| 27101 - Guard I                        |      |    | 17.41 |
| 27102 - Guard II                       |      |    | 19.71 |
| 27131 - Police Officer I               |      |    | 30.71 |
| 27132 - Police Officer II              |      |    | 34.13 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 15.92 |
| 28042 - Carnival Equipment Repairer    |      |    | 17.12 |
| 28043 - Carnival Worker                |      |    | 12.30 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 17.44 |
| 28310 - Lifequard                      |      |    | 12.66 |
| 28350 - Park Attendant (Aide)          |      |    | 19.50 |
| 28510 - Recreation Aide/Health         |      |    | 14.23 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 24.16 |
| 28630 - Sports Official                |      |    | 15.53 |
| 28690 - Swimming Pool Operator         |      |    | 19.15 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 29.61 |
| 29020 - Hatch Tender                   |      |    | 29.61 |
| 29030 - Line Handler                   |      |    | 29.61 |
| 29041 - Stevedore I                    |      |    | 27.86 |
| 29042 - Stevedore II                   |      |    | 31.16 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.29 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 27.78 |
| Specialist Station (HFO)               | ,    | ,  |       |
| 30012 - Air Traffic Control            |      |    | 30.59 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 18.45 |
| 30022 - Archeological Technician II    |      |    | 20.64 |
| 30023 - Archeological Technician III   |      |    | 25.57 |
| 30030 - Cartographic Technician        |      |    | 25.57 |
| 30040 - Civil Engineering Technician   |      |    | 29.90 |
| 30051 - Cryogenic Technician I         |      |    | 28.32 |
| 30052 - Cryogenic Technician II        |      |    | 31.27 |
| 30061 - Drafter/CAD Operator I         |      |    | 18.45 |
| 30062 - Drafter/CAD Operator II        |      |    | 20.64 |
| 30063 - Drafter/CAD Operator III       |      |    | 23.02 |
| 30064 - Drafter/CAD Operator IV        |      |    | 28.32 |
| · · · ·                                |      |    |       |

| 30081 - Engineering Technician I             |      |     | 15.16            |
|--|------|-----|------------------|
| 30082 - Engineering Technician II            |      |     | 17.03            |
| 30083 - Engineering Technician III           |      |     | 19.04            |
| 30084 - Engineering Technician IV            |      |     | 23.59            |
| 30085 - Engineering Technician V             |      |     | 28.86            |
| 30086 - Engineering Technician VI            |      |     | 34.92            |
| 30090 - Environmental Technician             |      |     | 21.05            |
| 30095 - Evidence Control Specialist          |      |     | 25.57            |
| 30210 - Laboratory Technician                |      |     | 24.28            |
| 30221 - Latent Fingerprint                   |      |     | 28.32            |
| Technician I                                 |      |     |                  |
| 30222 - Latent Fingerprint                   |      |     | 31.27            |
| Technician II                                |      |     |                  |
| 30240 - Mathematical Technician              |      |     | 25.57            |
| 30361 - Paralegal/Legal Assistant I          |      |     | 19.01            |
| 30362 - Paralegal/Legal Assistant II         |      |     | 23.64            |
| 30363 - Paralegal/Legal Assistant            |      |     | 28.93            |
| III  |      |     |                  |
| 30364 - Paralegal/Legal Assistant IV         |      |     | 34.99            |
| 30375 - Petroleum Supply Specialist          |      |     | 31.27            |
| 30390 - Photo-Optics Technician              |      |     | 25.57            |
| 30395 - Radiation Control Technician         |      |     | 31.27            |
| 30461 - Technical Writer I                   |      |     | 26.10            |
| 30462 - Technical Writer II                  |      |     | 31.92            |
| 30463 - Technical Writer III                 |      |     | 38.63            |
| 30491 - Unexploded Ordnance (UXO)            |      |     | 25.60            |
| Technician I                                 |      |     |                  |
| 30492 - Unexploded Ordnance (UXO)            |      |     | 30.98            |
| Technician II                                |      |     | 0 7 4 0          |
| 30493 - Unexploded Ordnance (UXO)            |      |     | 37.13            |
| Technician III                               |      |     |                  |
| 30494 - Unexploded (UXO) Safety              |      |     | 25.60            |
| Escort                                       |      |     |                  |
| 30495 - Unexploded (UXO) Sweep               |      |     | 25.60            |
| Personnel                                    |      |     | 00 00            |
| 30501 - Weather Forecaster I                 |      |     | 28.32            |
| 30502 - Weather Forecaster II                | 1    | 0.) | 34.45            |
| 30620 - Weather Observer Combined            | (see | ∠)  | 23.02            |
| Upper Air Or                                 |      |     |                  |
| Surface Programs                             | 1    | 0.) |                  |
| 30621 - Weather Observer Senior              | (see | ∠)  | 25.57            |
| 31000 - Transportation/Mobile                |      |     |                  |
| Equipment Operation Occupations              |      |     | 20 00            |
| 31010 - Airplane Pilot                       |      |     | 30.98            |
| 31020 - Bus Aide<br>31030 - Bus Driver       |      |     | 14.94<br>19.91   |
| 31030 - Bus Driver<br>31043 - Driver Courier |      |     | 19.91            |
| 31260 - Parking and Lot Attendant            |      |     | 14.01            |
| 31290 - Shuttle Bus Driver                   |      |     | 17.51            |
| STENN DURCETE DRD DITACT                     |      |     | - , • J <b>-</b> |

| 31310 - Taxi Driver                 | 13.77 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 15.92 |
| 31362 - Truckdriver Medium          | 17.61 |
| 31363 - Truckdriver Heavy           | 21.64 |
| 31364 - Truckdriver Tractor-Trailer | 21.64 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.10 |
| 99030 - Cashier                     | 12.33 |
| 99050 - Desk Clerk                  | 12.70 |
| 99095 - Embalmer                    | 29.45 |
| 99130 - Flight Follower             | 25.60 |
| 99251 - Laboratory Animal Caretaker | 14.54 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 15.63 |
| II                                  |       |
| 99260 - Marketing Analyst           | 30.80 |
| 99310 - Mortician                   | 29.45 |
| 99410 - Pest Controller             | 17.59 |
| 99510 - Photofinishing Worker       | 14.90 |
| 99710 - Recycling Laborer           | 19.57 |
| 99711 - Recycling Specialist        | 23.04 |
| 99730 - Refuse Collector            | 17.80 |
| 99810 - Sales Clerk                 | 12.75 |
| 99820 - School Crossing Guard       | 12.91 |
| 99830 - Survey Party Chief          | 27.26 |
| 99831 - Surveying Aide              | 17.14 |
| 99832 - Surveying Technician        | 23.46 |
| 99840 - Vending Machine Attendant   | 15.96 |
| 99841 - Vending Machine Repairer    | 19.20 |
| 99842 - Vending Machine Repairer    | 15.96 |
| 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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4165

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 17 Mage 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 York

Area: New York Counties of Herkimer Oneida

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 15.53 |
| 01012 - Accounting Clerk II        |          | 17.44 |
| 01013 - Accounting Clerk III       |          | 19.50 |
| 01020 - Administrative Assistant   |          | 31.85 |
| 01035 - Court Reporter             |          | 18.96 |
| 01041 - Customer Service           |          | 12.82 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 13.99 |
| Representative II                  |          |       |

| 01043 - Customer Service   | 15.72          |
|--|----------------|
| Representative III   |                |
| 01051 - Data Entry Operator I  | 14.92          |
| 01052 - Data Entry Operator II   | 16.28          |
| 01060 - Dispatcher Motor Vehicle   | 18.55<br>14.61 |
| 01070 - Document Preparation Clerk<br>01090 - Duplicating Machine Operator | 14.61          |
| 01111 - General Clerk I  | 13.50          |
| 01112 - General Clerk II   | 14.73          |
| 01113 - General Clerk III  | 16.53          |
| 01120 - Housing Referral Assistant   | 20.45          |
| 01141 - Messenger Courier  | 15.66          |
| 01191 - Order Clerk I  | 14.20          |
| 01192 - Order Clerk II   | 15.49          |
| 01261 - Personnel Assistant  | 15.93          |
| (Employment) I   |                |
| 01262 - Personnel Assistant  | 17.82          |
| (Employment) II  |                |
| 01263 - Personnel Assistant  | 19.86          |
| (Employment) III   |                |
| 01270 - Production Control Clerk   | 19.89          |
| 01290 - Rental Clerk   | 14.52          |
| 01300 - Scheduler Maintenance  | 16.41          |
| 01311 - Secretary I  | 16.41          |
| 01312 - Secretary II   | 18.35          |
| 01313 - Secretary III  | 20.45          |
| 01320 - Service Order Dispatcher   | 16.26          |
| 01410 - Supply Technician  | 31.85          |
| 01420 - Survey Worker  | 18.28          |
| 01460 - Switchboard  | 13.98          |
| Operator/Receptionist<br>01531 - Travel Clerk I                            | 12.37          |
| 01531 - Travel Clerk I<br>01532 - Travel Clerk II                          | 13.31          |
| 01532 - Travel Clerk II<br>01533 - Travel Clerk III                        | 14.80          |
| 01611 - Word Processor I   | 14.00          |
| 01612 - Word Processor II  | 15.98          |
| 01613 - Word Processor III   | 17.87          |
| 05000 - Automotive Service Occupations                                     | 11.01          |
| 05005 - Automobile Body Repairer   | 23.28          |
| Fiberglass   |                |
| 05010 - Automotive Electrician   | 18.24          |
| 05040 - Automotive Glass Installer   | 17.63          |
| 05070 - Automotive Worker  | 17.63          |
| 05110 - Mobile Equipment Servicer  | 16.32          |
| 05130 - Motor Equipment Metal  | 18.96          |
| Mechanic   |                |
| 05160 - Motor Equipment Metal Worker                                       | 17.63          |
| 05190 - Motor Vehicle Mechanic   | 18.74          |

| 05220 - Motor Vehicle Mechanic       | 15.63   |
|--------------------------------------|---------|
| Helper                               | 1 6 0 5 |
| 05250 - Motor Vehicle Upholstery     | 16.95   |
| Worker                               | 1 - 60  |
| 05280 - Motor Vehicle Wrecker        | 17.63   |
| 05310 - Painter Automotive           | 18.24   |
| 05340 - Radiator Repair Specialist   | 17.63   |
| 05370 - Tire Repairer                | 16.67   |
| 05400 - Transmission Repair          | 18.96   |
| Specialist                           |         |
| 07000 - Food Preparation And Service |         |
| Occupations                          | 1 4 4 0 |
| 07010 - Baker                        | 14.40   |
| 07041 - Cook I                       | 15.14   |
| 07042 - Cook II                      | 16.94   |
| 07070 - Dishwasher                   | 12.53   |
| 07130 - Food Service Worker          | 12.83   |
| 07210 - Meat Cutter                  | 20.88   |
| 07260 - Waiter/Waitress              | 14.87   |
| 09000 - Furniture Maintenance And    |         |
| Repair Occupations                   |         |
| 09010 - Electrostatic Spray Painter  | 21.96   |
| 09040 - Furniture Handler            | 14.95   |
| 09080 - Furniture Refinisher         | 21.96   |
| 09090 - Furniture Refinisher Helper  | 17.35   |
| 09110 - Furniture Repairer Minor     | 19.62   |
| 09130 - Upholsterer                  | 22.10   |
| 11000 - General Services And Support |         |
| Occupations                          |         |
| 11030 - Cleaner Vehicles             | 12.56   |
| 11060 - Elevator Operator            | 12.56   |
| 11090 - Gardener                     | 17.67   |
| 11122 - Housekeeping Aide            | 12.92   |
| 11150 - Janitor                      | 12.92   |
| 11210 - Laborer Grounds Maintenance  | 13.96   |
| 11240 - Maid or Houseman             | 12.14   |
| 11260 - Pruner                       | 17.78   |
| 11270 - Tractor Operator             | 16.43   |
| 11330 - Trail Maintenance Worker     | 13.96   |
| 11360 - Window Cleaner               | 14.21   |
| 12000 - Health Occupations           |         |
| 12010 - Ambulance Driver             | 17.78   |
| 12011 - Breath Alcohol Technician    | 18.98   |
| 12012 - Certified Occupational       | 28.40   |
| Therapist Assistant                  |         |
| 12015 - Certified Physical Therapist | 24.28   |
| Assistant                            |         |
| 12020 - Dental Assistant             | 20.13   |
| 12025 - Dental Hygienist             | 39.29   |

| 12030 - EKG Technician  | 32.45 |
|---|-------|
| 12035 - Electroneurodiagnostic                                | 32.45 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                          | 17.78 |
| 12071 - Licensed Practical Nurse I                            | 16.97 |
| 12072 - Licensed Practical Nurse II                           | 18.98 |
| 12073 - Licensed Practical Nurse III                          | 21.15 |
| 12100 - Medical Assistant                                     | 16.86 |
| 12130 - Medical Laboratory                                    | 24.90 |
| Technician  |       |
| 12160 - Medical Record Clerk                                  | 16.95 |
| 12190 - Medical Record Technician                             | 19.56 |
| 12195 - Medical Transcriptionist                              | 19.26 |
| 12210 - Nuclear Medicine                                      | 41.70 |
| Technologist  | 41.70 |
| 12221 - Nursing Assistant I                                   | 12.07 |
| 12222 - Nursing Assistant II                                  | 13.56 |
| 12223 - Nursing Assistant II<br>12223 - Nursing Assistant III | 14.81 |
| 12223 - Nursing Assistant III<br>12224 - Nursing Assistant IV | 16.62 |
| -   |       |
| 12235 - Optical Dispenser                                     | 30.05 |
| 12236 - Optical Technician                                    | 17.61 |
| 12250 - Pharmacy Technician                                   | 16.60 |
| 12280 - Phlebotomist  | 16.14 |
| 12305 - Radiologic Technologist                               | 33.05 |
| 12311 - Registered Nurse I                                    | 23.13 |
| 12312 - Registered Nurse II                                   | 28.29 |
| 12313 - Registered Nurse II                                   | 28.29 |
| Specialist  |       |
| 12314 - Registered Nurse III                                  | 34.23 |
| 12315 - Registered Nurse III                                  | 34.23 |
| Anesthetist   |       |
| 12316 - Registered Nurse IV                                   | 41.03 |
| 12317 - Scheduler (Drug and Alcohol                           | 23.51 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment                             | 21.43 |
| Counselor   |       |
| 13000 - Information And Arts                                  |       |
| Occupations   |       |
| 13011 - Exhibits Specialist I                                 | 21.09 |
| 13012 - Exhibits Specialist II                                | 26.13 |
| 13013 - Exhibits Specialist III                               | 31.97 |
| 13041 - Illustrator I   | 21.09 |
| 13042 - Illustrator II  | 26.13 |
| 13043 - Illustrator III                                       | 31.97 |
| 13047 - Librarian   | 28.94 |
| 13050 - Library Aide/Clerk                                    | 12.26 |
| 13054 - Library Information                                   | 26.13 |
| Technology Systems  |       |
| Administrator   |       |
|   |       |

| 13058 - Library Technician  | 14.54 |
|---|-------|
|   | 18.86 |
| 13061 - Media Specialist I<br>12062 - Madia Specialist II                 |       |
| 13062 - Media Specialist II   | 21.09 |
| 13063 - Media Specialist III  | 23.51 |
| 13071 - Photographer I  | 18.86 |
| 13072 - Photographer II   | 21.09 |
| 13073 - Photographer III  | 26.13 |
| 13074 - Photographer IV   | 31.97 |
| 13075 - Photographer V  | 38.68 |
| 13090 - Technical Order Library   | 15.74 |
| Clerk   |       |
| 13110 - Video Teleconference  | 18.86 |
| Technician  |       |
| 14000 - Information Technology  |       |
| Occupations   |       |
| 14041 - Computer Operator I   | 17.00 |
| 14042 - Computer Operator II  | 19.01 |
| 14043 - Computer Operator III   | 21.19 |
| 14044 - Computer Operator IV  | 24.23 |
| 14045 - Computer Operator V   | 27.62 |
| 14071 - Computer Programmer I (see 1)                                     | 20.57 |
| 14071Computer Programmer II(see 1)14072- Computer Programmer II(see 1)    | 24.53 |
| 14072Computer Programmer II(see 1)14073- Computer Programmer III(see 1)   | 27.33 |
| 14073- Computer Programmer III(see 1)14074- Computer Programmer IV(see 1) |       |
|   |       |
| 14101 - Computer Systems Analyst I (see 1)                                |       |
| 14102 - Computer Systems Analyst II (see 1)                               |       |
| 14103 - Computer Systems Analyst III (see 1)                              |       |
| 14150 - Peripheral Equipment  | 17.00 |
| Operator  |       |
| 14160 - Personal Computer Support   | 24.23 |
| Technician  |       |
| 14170 - System Support Specialist   | 27.46 |
| 15000 - Instructional Occupations   |       |
| 15010 - Aircrew Training Devices  | 28.74 |
| Instructor (Non-Rated)  |       |
| 15020 - Aircrew Training Devices  | 34.77 |
| Instructor (Rated)  |       |
| 15030 - Air Crew Training Devices   | 41.68 |
| Instructor (Pilot)  |       |
| 15050 - Computer Based Training   | 28.74 |
| Specialist / Instructor   |       |
| 15060 - Educational Technologist  | 31.78 |
| 15070 - Flight Instructor (Pilot)   | 41.68 |
| 15080 - Graphic Artist  | 22.64 |
| 15085 - Maintenance Test Pilot Fixed                                      | 41.68 |
| Jet/Prop  | -1.00 |
| 15086 - Maintenance Test Pilot  | 41.68 |
| Rotary Wing   | 11.00 |
|   |       |

| 15088 - Non-Maintenance Test/Co-       | 41.68 |
|--|-------|
| Pilot                                  |       |
| 15090 - Technical Instructor           | 22.86 |
| 15095 - Technical Instructor/Course    | 27.97 |
| Developer                              |       |
| 15110 - Test Proctor                   | 18.46 |
| 15120 - Tutor                          | 18.46 |
| 16000 - Laundry Dry-Cleaning Pressing  |       |
| And Related Occupations                |       |
| 16010 - Assembler                      | 13.67 |
| 16030 - Counter Attendant              | 13.67 |
| 16040 - Dry Cleaner                    | 15.62 |
| 16070 - Finisher Flatwork Machine      | 13.67 |
| 16090 - Presser Hand                   | 13.67 |
| 16110 - Presser Machine Drycleaning    | 13.67 |
| 16130 - Presser Machine Shirts         | 13.67 |
| 16160 - Presser Machine Wearing        | 13.67 |
| Apparel Laundry                        |       |
| 16190 - Sewing Machine Operator        | 15.91 |
| 16220 - Tailor                         | 16.54 |
| 16250 - Washer Machine                 | 13.99 |
| 19000 - Machine Tool Operation And     | 20.00 |
| Repair Occupations                     |       |
| 19010 - Machine-Tool Operator (Tool    | 24.41 |
| Room)                                  |       |
| 19040 - Tool And Die Maker             | 28.34 |
| 21000 - Materials Handling And Packing |       |
| Occupations                            |       |
| 21020 - Forklift Operator              | 20.58 |
| 21030 - Material Coordinator           | 19.89 |
| 21040 - Material Expediter             | 19.89 |
| 21050 - Material Handling Laborer      | 14.59 |
| 21071 - Order Filler                   | 13.74 |
| 21080 - Production Line Worker (Food   | 20.58 |
| Processing)                            |       |
| 21110 - Shipping Packer                | 15.70 |
| 21130 - Shipping/Receiving Clerk       | 15.70 |
| 21140 - Store Worker I                 | 14.87 |
| 21150 - Stock Clerk                    | 19.68 |
| 21210 - Tools And Parts Attendant      | 20.58 |
| 21410 - Warehouse Specialist           | 20.58 |
| 23000 - Mechanics And Maintenance And  |       |
| Repair Occupations                     |       |
| 23010 - Aerospace Structural Welder    | 26.12 |
| 23019 - Aircraft Logs and Records      | 21.64 |
| Technician                             |       |
| 23021 - Aircraft Mechanic I            | 25.17 |
| 23022 - Aircraft Mechanic II           | 26.12 |
| 23023 - Aircraft Mechanic III          | 27.03 |
|  |       |

| 23040 - Aircraft Mechanic Helper     | 19.11 |
|--------------------------------------|-------|
| 23050 - Aircraft Painter             | 24.06 |
| 23060 - Aircraft Servicer            | 21.64 |
| 23070 - Aircraft Survival Flight     | 24.06 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 22.86 |
| 23091 - Aircrew Life Support         | 22.86 |
| Equipment (ALSE) Mechanic            |       |
| I                                    |       |
| 23092 - Aircrew Life Support         | 25.17 |
| Equipment (ALSE) Mechanic            |       |
| II                                   |       |
| 23110 - Appliance Mechanic           | 25.85 |
| 23120 - Bicycle Repairer             | 21.96 |
| 23125 - Cable Splicer                | 42.39 |
| 23130 - Carpenter Maintenance        | 24.49 |
| 23140 - Carpet Layer                 | 24.57 |
| 23160 - Electrician Maintenance      | 27.50 |
| 23181 - Electronics Technician       | 24.57 |
| Maintenance I                        |       |
| 23182 - Electronics Technician       | 25.85 |
| Maintenance II                       |       |
| 23183 - Electronics Technician       | 27.04 |
| Maintenance III                      |       |
| 23260 - Fabric Worker                | 23.11 |
| 23290 - Fire Alarm System Mechanic   | 27.04 |
| 23310 - Fire Extinguisher Repairer   | 21.96 |
| 23311 - Fuel Distribution System     | 37.42 |
| Mechanic                             |       |
| 23312 - Fuel Distribution System     | 30.93 |
| Operator                             |       |
| 23370 - General Maintenance Worker   | 19.02 |
| 23380 - Ground Support Equipment     | 25.17 |
| Mechanic                             |       |
| 23381 - Ground Support Equipment     | 21.64 |
| Servicer                             |       |
| 23382 - Ground Support Equipment     | 22.86 |
| Worker                               |       |
| 23391 - Gunsmith I                   | 21.96 |
| 23392 - Gunsmith II                  | 24.57 |
| 23393 - Gunsmith III                 | 27.04 |
| 23410 - Heating Ventilation And Air- | 22.04 |
| Conditioning                         |       |
| Mechanic                             |       |
| 23411 - Heating Ventilation And Air  | 22.88 |
| Contidioning                         |       |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 24.50 |
| 23440 - Heavy Equipment Operator     | 28.87 |

| 23460 -  | Instrument Mechanic  | 27.04                                     |
|--|--|---|
| 23465 -  | Laboratory/Shelter Mechanic  | 25.85                                     |
|  | Laborer  | 14.59                                     |
| 23510 -  | Locksmith  | 25.85                                     |
| 23530 -  | Machinery Maintenance  | 23.95                                     |
| Mechanic   | _  |   |
| 23550 -  | Machinist Maintenance  | 21.78                                     |
| 23580 -  | Maintenance Trades Helper  | 15.63                                     |
| 23591 -  | Metrology Technician I   | 27.04                                     |
| 23592 -  | Metrology Technician II  | 28.06                                     |
| 23593 -  | Metrology Technician III   | 29.03                                     |
| 23640 -  | Millwright   | 27.04                                     |
| 23710 -  | Office Appliance Repairer  | 21.32                                     |
| 23760 -  | Painter Maintenance  | 23.31                                     |
| 23790 -  | Pipefitter Maintenance   | 27.88                                     |
| 23810 -  | Plumber Maintenance  | 26.44                                     |
| 23820 -  | Pneudraulic Systems Mechanic   | 27.04                                     |
| 23850 -  | Rigger   | 27.04                                     |
|  | Scale Mechanic   | 24.57                                     |
| 23890 -  | Sheet-Metal Worker   | 28.29                                     |
| Maintenan  | ce   |   |
| 23910 -  | Small Engine Mechanic  | 22.79                                     |
|  | Telecommunications Mechanic  | 32.95                                     |
| I  |  |   |
| 23932 -  | Telecommunications Mechanic  | 34.20                                     |
| II   |  |   |
| 23950 -  | Telephone Lineman  | 27.25                                     |
| 23960 -  | Welder Combination   | 20.53                                     |
| Maintenan  | ce   |   |
| 23965 -  | Well Driller   | 27.04                                     |
| 23970 -  | Woodcraft Worker   | 27.04                                     |
| 23980 -  | Woodworker   | 21.96                                     |
| 24000 - P  | ersonal Needs Occupations  |   |
| 24550 -  | Case Manager   | 17.16                                     |
| 24570 -  | Child Care Attendant   | 14.62                                     |
| 24580 -  | Child Care Center Clerk  | 18.22                                     |
| 24610 -  |  |   |
| 24620  | Chore Aide   | 12.78                                     |
| 24620 -  | Chore Aide<br>Family Readiness And Support   | 12.78                                     |
| 24620 -<br>Services  |  |   |
|  | Family Readiness And Support   |   |
| Services<br>Coordin  | Family Readiness And Support   |   |
| Services<br>Coordin<br>24630 -   | Family Readiness And Support<br>ator   | 17.16                                     |
| Services<br>Coordin<br>24630 -   | Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations  | 17.16                                     |
| Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio   | Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations  | 17.16                                     |
| Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -                                  | Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns  | 17.16                                     |
| Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -                       | Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender   | 17.16<br>17.16<br>28.38                   |
| Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25070 -            | Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 17.16<br>17.16<br>28.38<br>21.90          |
| Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25070 -<br>25190 - | Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 17.16<br>17.16<br>28.38<br>21.90<br>28.38 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 18.18 |
| 27007 - Baggage Inspector              |      |    | 16.15 |
| 27008 - Corrections Officer            |      |    | 32.01 |
| 27010 - Court Security Officer         |      |    | 32.01 |
| 27030 - Detection Dog Handler          |      |    | 19.37 |
| 27040 - Detention Officer              |      |    | 32.01 |
| 27070 - Firefighter                    |      |    | 32.01 |
| 27101 - Guard I                        |      |    | 16.15 |
| 27102 - Guard II                       |      |    | 19.37 |
| 27131 - Police Officer I               |      |    | 26.82 |
| 27132 - Police Officer II              |      |    | 29.81 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 16.35 |
| 28042 - Carnival Equipment Repairer    |      |    | 17.58 |
| 28043 - Carnival Worker                |      |    | 12.63 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 15.51 |
| 28310 - Lifequard                      |      |    | 13.99 |
| 28350 - Park Attendant (Aide)          |      |    | 17.34 |
| 28510 - Recreation Aide/Health         |      |    | 12.65 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 21.48 |
| 28630 - Sports Official                |      |    | 13.80 |
| 28690 - Swimming Pool Operator         |      |    | 19.66 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 24.57 |
| 29020 - Hatch Tender                   |      |    | 24.57 |
| 29030 - Line Handler                   |      |    | 24.57 |
| 29041 - Stevedore I                    |      |    | 23.11 |
| 29042 - Stevedore II                   |      |    | 25.85 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.29 |
| Specialist Center (HFO)                |      | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 27.78 |
| Specialist Station (HFO)               |      | ,  |       |
| 30012 - Air Traffic Control            |      |    | 30.59 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 18.25 |
| 30022 - Archeological Technician II    |      |    | 20.41 |
| 30023 - Archeological Technician III   |      |    | 25.29 |
| 30030 - Cartographic Technician        |      |    | 25.29 |
| 30040 - Civil Engineering Technician   |      |    | 25.29 |
| 30051 - Cryogenic Technician I         |      |    | 28.00 |
| 30052 - Cryogenic Technician II        |      |    | 30.93 |
| 30061 - Drafter/CAD Operator I         |      |    | 18.25 |
| 30062 - Drafter/CAD Operator II        |      |    | 20.41 |
| 30063 - Drafter/CAD Operator III       |      |    | 22.75 |
| 30064 - Drafter/CAD Operator IV        |      |    | 28.00 |
|  |      |    |       |

|                                       |        | 1 0 0 0 |
|---------------------------------------|--------|---------|
| 30081 - Engineering Technician I      |        | 16.22   |
| 30082 - Engineering Technician II     |        | 18.22   |
| 30083 - Engineering Technician III    |        | 20.37   |
| 30084 - Engineering Technician IV     |        | 25.24   |
| 30085 - Engineering Technician V      |        | 30.87   |
| 30086 - Engineering Technician VI     |        | 37.36   |
| 30090 - Environmental Technician      |        | 25.29   |
| 30095 - Evidence Control Specialist   |        | 25.29   |
| 30210 - Laboratory Technician         |        | 22.75   |
| 30221 - Latent Fingerprint            |        | 28.00   |
| Technician I                          |        | 20.02   |
| 30222 - Latent Fingerprint            |        | 30.93   |
| Technician II                         |        | 0 - 0 0 |
| 30240 - Mathematical Technician       |        | 25.29   |
| 30361 - Paralegal/Legal Assistant I   |        | 19.43   |
| 30362 - Paralegal/Legal Assistant II  |        | 24.07   |
| 30363 - Paralegal/Legal Assistant     |        | 29.45   |
|                                       |        |         |
| 30364 - Paralegal/Legal Assistant IV  |        | 35.63   |
| 30375 - Petroleum Supply Specialist   |        | 30.93   |
| 30390 - Photo-Optics Technician       |        | 25.29   |
| 30395 - Radiation Control Technician  |        | 30.93   |
| 30461 - Technical Writer I            |        | 25.29   |
| 30462 - Technical Writer II           |        | 30.93   |
| 30463 - Technical Writer III          |        | 37.43   |
| 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                             |        | 00 00   |
| 30501 - Weather Forecaster I          |        | 28.00   |
| 30502 - Weather Forecaster II         | 2      | 34.07   |
|                                       | see 2) | 22.75   |
| Upper Air Or                          |        |         |
| Surface Programs                      | 2.1    | 0 - 0 0 |
| · · · · · · · · · · · · · · · · · · · | see 2) | 25.29   |
| 31000 - Transportation/Mobile         |        |         |
| Equipment Operation Occupations       |        |         |
| 31010 - Airplane Pilot                |        | 30.98   |
| 31020 - Bus Aide                      |        | 14.89   |
| 31030 - Bus Driver                    |        | 19.84   |
| 31043 - Driver Courier                |        | 15.31   |
| 31260 - Parking and Lot Attendant     |        | 12.96   |
| 31290 - Shuttle Bus Driver            |        | 17.28   |

| 31310 - Taxi Driver                 | 13.84 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 16.46 |
| 31362 - Truckdriver Medium          | 17.61 |
| 31363 - Truckdriver Heavy           | 23.04 |
| 31364 - Truckdriver Tractor-Trailer | 23.04 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.10 |
| 99030 - Cashier                     | 12.61 |
| 99050 - Desk Clerk                  | 14.54 |
| 99095 - Embalmer                    | 27.29 |
| 99130 - Flight Follower             | 25.60 |
| 99251 - Laboratory Animal Caretaker | 15.61 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 16.80 |
| II                                  |       |
| 99260 - Marketing Analyst           | 28.03 |
| 99310 - Mortician                   | 27.29 |
| 99410 - Pest Controller             | 24.12 |
| 99510 - Photofinishing Worker       | 13.45 |
| 99710 - Recycling Laborer           | 18.50 |
| 99711 - Recycling Specialist        | 21.79 |
| 99730 - Refuse Collector            | 16.83 |
| 99810 - Sales Clerk                 | 12.68 |
| 99820 - School Crossing Guard       | 12.66 |
| 99830 - Survey Party Chief          | 20.03 |
| 99831 - Surveying Aide              | 12.59 |
| 99832 - Surveying Technician        | 17.23 |
| 99840 - Vending Machine Attendant   | 21.32 |
| 99841 - Vending Machine Repairer    | 25.64 |
| 99842 - Vending Machine Repairer    | 21.32 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4167

| REGISTER OF WAGE DETERMINATI | IONS UNDER   | U.S. DEPARI        | 'MENT OF LABOR      |
|------------------------------|--------------|--------------------|---------------------|
| THE SERVICE CONTRACT         | ACT          | EMPLOYMENT STANDA  | ARDS ADMINISTRATION |
| By direction of the Secretar | ry of Labor  | WAGE AND H         | OUR DIVISION        |
|                              |              | WASHINGTON         | D.C. 20210          |
|                              |              |                    |                     |
|                              |              |                    |                     |
|                              |              |                    |                     |
|                              |              | Wage Determination | No.: 2015-4167      |
| Daniel W. Simms Div          | vision of    | Revision           | No.: 18             |
| Director Wage Det            | terminations | Date Of Last Revi  | sion: 12/27/2021    |
|                              | 1            |                    |                     |

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 York

Area: New York Counties of Fulton Montgomery

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 14.71 |
| 01012 - Accounting Clerk II        |          | 16.53 |
| 01013 - Accounting Clerk III       |          | 18.48 |
| 01020 - Administrative Assistant   |          | 29.43 |
| 01035 - Court Reporter             |          | 24.28 |
| 01041 - Customer Service           |          | 12.99 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 14.61 |
| Representative II                  |          |       |

| 01043 - Customer Service                              | 15.94          |
|---|----------------|
| Representative III                                    |                |
| 01051 - Data Entry Operator I                         | 15.14          |
| 01052 - Data Entry Operator II                        | 16.52          |
| 01060 - Dispatcher Motor Vehicle                      | 20.31          |
| 01070 - Document Preparation Clerk                    | 15.40          |
| 01090 - Duplicating Machine Operator                  | 15.40          |
| 01111 - General Clerk I                               | 12.52          |
| 01112 - General Clerk II                              | 13.67          |
| 01113 - General Clerk III                             | 15.35          |
| 01120 - Housing Referral Assistant                    | 20.68          |
| 01141 - Messenger Courier<br>01191 - Order Clerk I    | 14.41<br>16.05 |
| 01191 - Order Clerk I<br>01192 - Order Clerk II       | 17.52          |
| 01192 - Order Clerk II<br>01261 - Personnel Assistant |                |
|   | 17.08          |
| (Employment) I<br>01262 - Personnel Assistant         | 19.10          |
| (Employment) II                                       | 19.10          |
| 01263 - Personnel Assistant                           | 21.29          |
| (Employment) III                                      | 21.29          |
| 01270 - Production Control Clerk                      | 22.40          |
| 01290 - Rental Clerk                                  | 16.41          |
| 01300 - Scheduler Maintenance                         | 16.59          |
| 01311 - Secretary I                                   | 16.59          |
| 01312 - Secretary II                                  | 18.55          |
| 01313 - Secretary III                                 | 20.68          |
| 01320 - Service Order Dispatcher                      | 18.16          |
| 01410 - Supply Technician                             | 29.43          |
| 01420 - Survey Worker                                 | 18.35          |
| 01460 - Switchboard                                   | 16.44          |
| Operator/Receptionist                                 |                |
| 01531 - Travel Clerk I                                | 11.90          |
| 01532 - Travel Clerk II                               | 12.81          |
| 01533 - Travel Clerk III                              | 13.74          |
| 01611 - Word Processor I                              | 13.77          |
| 01612 - Word Processor II                             | 15.46          |
| 01613 - Word Processor III                            | 17.29          |
| 05000 - Automotive Service Occupations                |                |
| 05005 - Automobile Body Repairer                      | 20.06          |
| Fiberglass  |                |
| 05010 - Automotive Electrici                          | an 17.60       |
| 05040 - Automotive Glass Installer                    | 16.87          |
| 05070 - Automotive Worker                             | 16.87          |
| 05110 - Mobile Equipment Servicer                     | 15.41          |
| 05130 - Motor Equipment Metal                         | 18.34          |
| Mechanic  |                |
| 05160 - Motor Equipment Metal Worker                  | 16.87          |
| 05190 - Motor Vehicle Mechanic                        | 19.75          |

| 05220 - Motor Vehicle Mechanic       | 14.49  |
|--------------------------------------|--------|
| Helper                               |        |
| 05250 - Motor Vehicle Upholstery     | 16.14  |
| Worker                               | 1.6.05 |
| 05280 - Motor Vehicle Wrecker        | 16.87  |
| 05310 - Painter Automotive           | 18.03  |
| 05340 - Radiator Repair Specialist   | 16.87  |
| 05370 - Tire Repairer                | 14.61  |
| 05400 - Transmission Repair          | 18.34  |
| Specialist                           |        |
| 07000 - Food Preparation And Service |        |
| Occupations                          |        |
| 07010 - Baker                        | 13.73  |
| 07041 - Cook I                       | 16.57  |
| 07042 - Cook II                      | 18.63  |
| 07070 - Dishwasher                   | 12.28  |
| 07130 - Food Service Worker          | 12.73  |
| 07210 - Meat Cutter                  | 18.63  |
| 07260 - Waiter/Waitress              | 12.56  |
| 09000 - Furniture Maintenance And    |        |
| Repair Occupations                   |        |
| 09010 - Electrostatic Spray Painter  | 21.74  |
| 09040 - Furniture Handler            | 14.82  |
| 09080 - Furniture Refinisher         | 21.74  |
| 09090 - Furniture Refinisher Helper  | 17.61  |
| 09110 - Furniture Repairer Minor     | 20.01  |
| 09130 - Upholsterer                  | 21.02  |
| 11000 - General Services And Support |        |
| Occupations                          |        |
| 11030 - Cleaner Vehicles             | 14.49  |
| 11060 - Elevator Operator            | 14.33  |
| 11090 - Gardener                     | 20.18  |
| 11122 - Housekeeping Aide            | 14.33  |
| 11150 - Janitor                      | 14.33  |
| 11210 - Laborer Grounds Maintenance  | 16.09  |
| 11240 - Maid or Houseman             | 12.89  |
| 11260 - Pruner                       | 14.71  |
| 11270 - Tractor Operator             | 18.82  |
| 11330 - Trail Maintenance Worker     | 16.09  |
| 11360 - Window Cleaner               | 15.68  |
| 12000 - Health Occupations           |        |
| 12010 - Ambulance Driver             | 17.99  |
| 12011 - Breath Alcohol Technician    | 18.49  |
| 12012 - Certified Occupational       | 24.45  |
| Therapist Assistant                  |        |
| 12015 - Certified Physical Therapist | 23.68  |
| Assistant                            |        |
| 12020 - Dental Assistant             | 17.79  |
| 12025 - Dental Hygienist             | 39.00  |

| 12030 - EKG Technician                                      | 28.38 |
|---|-------|
| 12035 - Electroneurodiagnostic                              | 28.38 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                        | 17.99 |
| 12071 - Licensed Practical Nurse I                          | 16.54 |
| 12072 - Licensed Practical Nurse II                         | 18.49 |
| 12073 - Licensed Practical Nurse III                        | 20.61 |
| 12100 - Medical Assistant                                   | 18.13 |
| 12130 - Medical Laboratory                                  | 28.44 |
| Technician  |       |
| 12160 - Medical Record Clerk                                | 18.00 |
| 12190 - Medical Record Technician                           | 20.13 |
| 12195 - Medical Transcriptionist                            | 20.12 |
| 12210 - Nuclear Medicine                                    | 40.64 |
| Technologist  | FO.OF |
| 12221 - Nursing Assistant I                                 | 12.29 |
| 12222 - Nursing Assistant I<br>12222 - Nursing Assistant II | 12.29 |
| _   |       |
| 12223 - Nursing Assistant III                               | 15.07 |
| 12224 - Nursing Assistant IV                                | 16.92 |
| 12235 - Optical Dispenser                                   | 25.66 |
| 12236 - Optical Technician                                  | 17.61 |
| 12250 - Pharmacy Technician                                 | 16.26 |
| 12280 - Phlebotomist  | 17.14 |
| 12305 - Radiologic Technologist                             | 29.22 |
| 12311 - Registered Nurse I                                  | 23.27 |
| 12312 - Registered Nurse II                                 | 28.46 |
| 12313 - Registered Nurse II                                 | 28.46 |
| Specialist  |       |
| 12314 - Registered Nurse III                                | 34.44 |
| 12315 - Registered Nurse III                                | 34.44 |
| Anesthetist   |       |
| 12316 - Registered Nurse IV                                 | 41.27 |
| 12317 - Scheduler (Drug and Alcohol                         | 22.90 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment                           | 25.57 |
| Counselor   |       |
| 13000 - Information And Arts                                |       |
| Occupations   |       |
| 13011 - Exhibits Specialist I                               | 21.12 |
| 13012 - Exhibits Specialist II                              | 26.15 |
| 13013 - Exhibits Specialist III                             | 31.99 |
| 13041 - Illustrator I                                       | 21.59 |
| 13042 - Illustrator II                                      | 26.76 |
| 13042 - Illustrator III                                     | 33.49 |
| 13047 - Librarian   | 29.12 |
|   |       |
| 13050 - Library Aide/Clerk                                  | 14.60 |
| 13054 - Library Information                                 | 25.88 |
| Technology Systems  |       |
| Administrator   |       |

| 13058 - Library Technician                                  | 15.27 |
|---|-------|
| 13061 - Media Specialist I                                  | 18.87 |
| 13062 - Media Specialist II                                 | 21.12 |
| 13063 - Media Specialist III                                | 23.54 |
| 13071 - Photographer I                                      | 18.87 |
| 13072 - Photographer II                                     | 21.12 |
| 13073 - Photographer III                                    | 26.15 |
| 13074 - Photographer IV                                     | 31.99 |
| 13075 - Photographer V                                      | 38.71 |
| 13090 - Technical Order Library                             | 18.34 |
| Clerk   |       |
| 13110 - Video Teleconference                                | 20.61 |
| Technician  | 20.02 |
| 14000 - Information Technology                              |       |
| Occupations   |       |
| 14041 - Computer Operator I                                 | 17.20 |
| 14041 - Computer Operator I<br>14042 - Computer Operator II | 19.24 |
|   |       |
| 14043 - Computer Operator III                               | 22.75 |
| 14044 - Computer Operator IV                                | 25.18 |
| 14045 - Computer Operator V                                 | 27.94 |
| 14071 - Computer Programmer I (see 1)                       | 19.79 |
| 14072 - Computer Programmer II (see 1)                      | 24.29 |
| 14073 - Computer Programmer III (see 1)                     |       |
| 14074 - Computer Programmer IV (see 1)                      |       |
| 14101 - Computer Systems Analyst I (see 1)                  |       |
| 14102 - Computer Systems Analyst II (see 1)                 |       |
| 14103 - Computer Systems Analyst III (see 1)                |       |
| 14150 - Peripheral Equipment                                | 17.20 |
| Operator  |       |
| 14160 - Personal Computer Support                           | 25.18 |
| Technician  |       |
| 14170 - System Support Specialist                           | 31.47 |
| 15000 - Instructional Occupations                           |       |
| 15010 - Aircrew Training Devices                            | 31.00 |
| Instructor (Non-Rated)                                      | 01.00 |
| 15020 - Aircrew Training Devices                            | 37.51 |
| Instructor (Rated)  | J7.JI |
|   | 11 OF |
| 15030 - Air Crew Training Devices                           | 44.95 |
| Instructor (Pilot)  | 21 00 |
| 15050 - Computer Based Training                             | 31.00 |
| Specialist / Instructor                                     |       |
| 15060 - Educational Technologist                            | 28.58 |
| 15070 - Flight Instructor (Pilot)                           | 44.95 |
| 15080 - Graphic Artist                                      | 21.56 |
| 15085 - Maintenance Test Pilot Fixed                        | 44.95 |
| Jet/Prop  |       |
| 15086 - Maintenance Test Pilot                              | 44.95 |
| Rotary Wing   |       |

| 15088 - Non-Maintenance Test/Co-                                      | 44.95   |
|---|---------|
| Pilot<br>15090 - Technical Instructor                                 | 20.80   |
| 15090 - Technical Instructor/Course                                   | 20.80   |
| •   | 23.43   |
| Developer   | 1 ( 0 0 |
| 15110 - Test Proctor  | 16.80   |
| 15120 - Tutor   | 16.80   |
| 16000 - Laundry Dry-Cleaning Pressing<br>And Related Occupations      |         |
| 16010 - Assembler   | 13.67   |
| 16010 - Assembler<br>16030 - Counter Attendant                        | 13.67   |
| 16040 - Dry Cleaner   | 15.67   |
| 16070 - Finisher Flatwork Machine                                     | 13.67   |
| 16090 - Presser Hand  | 13.67   |
| 16110 - Presser Machine Drycleaning                                   | 13.67   |
| 16130 - Presser Machine Drycleaning<br>16130 - Presser Machine Shirts | 13.67   |
| 16150 - Presser Machine Shirts<br>16160 - Presser Machine Wearing     |         |
| -   | 13.67   |
| Apparel Laundry<br>16190 - Sewing Machine Operator                    | 16.27   |
| 16190 - Sewing Machine Operator<br>16220 - Tailor                     | 16.92   |
| 16220 - Tallor<br>16250 - Washer Machine                              | 16.92   |
|   | 14.32   |
| 19000 - Machine Tool Operation And<br>Repair Occupations              |         |
| 19010 - Machine-Tool Operator (Tool                                   | 24.27   |
| Room)   | 24.27   |
| 19040 - Tool And Die Maker  | 28.34   |
| 21000 - Materials Handling And Packing                                | 20.54   |
| Occupations   |         |
| 21020 - Forklift Operator   | 20.15   |
| 21020 - Material Coordinator  | 22.40   |
| 21040 - Material Expediter  | 22.40   |
| 21050 - Material Handling Laborer                                     | 16.53   |
| 21071 - Order Filler  | 14.99   |
| 21080 - Production Line Worker (Food                                  | 20.15   |
| Processing)   | 20.10   |
| 21110 - Shipping Packer   | 17.12   |
| 21130 - Shipping/Receiving Clerk                                      | 17.12   |
| 21140 - Store Worker I  | 14.37   |
| 21150 - Stock Clerk   | 18.79   |
| 21210 - Tools And Parts Attendant                                     | 20.15   |
| 21410 - Warehouse Specialist  | 20.15   |
| 23000 - Mechanics And Maintenance And                                 |         |
| Repair Occupations  |         |
| 23010 - Aerospace Structural Welder                                   | 27.23   |
| 23019 - Aircraft Logs and Records                                     | 23.28   |
| Technician  |         |
| 23021 - Aircraft Mechanic I   | 26.30   |
| 23022 - Aircraft Mechanic II  | 27.23   |
| 23023 - Aircraft Mechanic III   | 28.26   |
|   |         |

| 23040 - Aircraft Mechanic Helper     | 20.47 |
|--------------------------------------|-------|
| 23050 - Aircraft Painter             | 25.05 |
| 23060 - Aircraft Servicer            | 23.28 |
| 23070 - Aircraft Survival Flight     | 25.05 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 24.27 |
| 23091 - Aircrew Life Support         | 24.27 |
| Equipment (ALSE) Mechanic            |       |
| I                                    |       |
| 23092 - Aircrew Life Support         | 26.30 |
| Equipment (ALSE) Mechanic            |       |
| II                                   |       |
| 23110 - Appliance Mechanic           | 24.48 |
| 23120 - Bicycle Repairer             | 20.62 |
| 23125 - Cable Splicer                | 39.72 |
| 23130 - Carpenter Maintenance        | 23.64 |
| 23140 - Carpet Layer                 | 23.17 |
| 23160 - Electrician Maintenance      | 29.09 |
| 23181 - Electronics Technician       | 23.17 |
| Maintenance I                        | 20.17 |
| 23182 - Electronics Technician       | 24.48 |
| Maintenance II                       | 21.10 |
| 23183 - Electronics Technician       | 25.70 |
| Maintenance III                      | 20.70 |
| 23260 - Fabric Worker                | 21.88 |
| 23290 - Fire Alarm System Mechanic   | 21.00 |
| 23310 - Fire Extinguisher Repairer   | 20.62 |
| 23311 - Fuel Distribution System     | 37.00 |
| Mechanic                             | 37.00 |
| 23312 - Fuel Distribution System     | 31.45 |
| Operator                             | 01.10 |
| 23370 - General Maintenance Worker   | 19.59 |
| 23380 - Ground Support Equipment     | 26.30 |
| Mechanic                             | 20.00 |
| 23381 - Ground Support Equipment     | 23.28 |
| Servicer                             | 20.20 |
| 23382 - Ground Support Equipment     | 24.27 |
| Worker                               | 21.27 |
| 23391 - Gunsmith I                   | 20.62 |
| 23392 - Gunsmith II                  | 23.17 |
| 23393 - Gunsmith III                 | 25.70 |
| 23410 - Heating Ventilation And Air- | 24.01 |
| Conditioning                         |       |
| Mechanic                             |       |
| 23411 - Heating Ventilation And Air  | 24.96 |
| Contidioning                         |       |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 22.09 |
| 23440 - Heavy Equipment Operator     | 26.32 |
|                                      |       |

| 23460 -    | Instrument Mechanic                                   | 28.61          |
|------------|---|----------------|
| 23465 -    | Laboratory/Shelter Mechanic                           | 24.48          |
|            | Laborer   | 16.53          |
| 23510 -    | Locksmith   | 24.48          |
| 23530 -    | Machinery Maintenance                                 | 24.92          |
| Mechanic   |   |                |
| 23550 -    | Machinist Maintenance                                 | 21.83          |
| 23580 -    | Maintenance Trades Helper                             | 18.30          |
| 23591 -    | Metrology Technician I                                | 28.61          |
| 23592 -    | Metrology Technician II                               | 29.61          |
| 23593 -    | Metrology Technician III                              | 30.75          |
| 23640 -    | Millwright  | 27.71          |
| 23710 -    | Office Appliance Repairer                             | 24.48          |
| 23760 -    | Painter Maintenance                                   | 23.91          |
| 23790 -    | Pipefitter Maintenance                                | 33.24          |
| 23810 -    | Plumber Maintenance                                   | 30.57          |
| 23820 -    | Pneudraulic Systems Mechanic                          | 25.70          |
| 23850 -    | Rigger  | 25.70          |
| 23870 -    | Scale Mechanic  | 23.17          |
| 23890 -    | Sheet-Metal Worker                                    | 24.94          |
| Maintenan  | Ce  |                |
| 23910 -    | Small Engine Mechanic                                 | 17.24          |
| 23931 -    | Telecommunications Mechanic                           | 29.59          |
| I          |   |                |
| 23932 -    | Telecommunications Mechanic                           | 30.64          |
| II         |   |                |
| 23950 -    | Telephone Lineman                                     | 37.42          |
| 23960 -    | Welder Combination                                    | 21.90          |
| Maintenan  | ce  |                |
| 23965 -    | Well Driller  | 25.70          |
| 23970 -    | Woodcraft Worker                                      | 25.70          |
| 23980 -    | Woodworker  | 20.62          |
| 24000 - P  | ersonal Needs Occupations                             |                |
| 24550 -    | Case Manager  | 16.85          |
| 24570 -    | Child Care Attendant                                  | 12.88          |
| 24580 -    | Child Care Center Clerk                               | 16.05          |
| 24610 -    | Chore Aide  | 13.96          |
| 24620 -    | Family Readiness And Support                          | 16.85          |
| Services   |   |                |
| Coordina   | ator  |                |
| 24630 -    | Homemaker   | 16.85          |
| 25000 - P  | lant And System Operations                            |                |
| Occupation | ns  |                |
| 25010 -    | Boiler Tender   | 27.11          |
|            | Sewage Plant Operator                                 | 22.29          |
| 25070 -    | Stationary Engineer                                   | 27.11          |
| 25190 -    |   |                |
| 20200      | Ventilation Equipment Tender                          | 20.29          |
|            | Ventilation Equipment Tender<br>Water Treatment Plant | 20.29<br>22.29 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 19.62 |
| 27007 - Baggage Inspector              |      |    | 16.69 |
| 27008 - Corrections Officer            |      |    | 31.99 |
| 27010 - Court Security Officer         |      |    | 29.28 |
| 27030 - Detection Dog Handler          |      |    | 18.66 |
| 27040 - Detention Officer              |      |    | 31.99 |
| 27070 - Firefighter                    |      |    | 26.57 |
| 27101 - Guard I                        |      |    | 16.69 |
| 27102 - Guard II                       |      |    | 18.66 |
| 27131 - Police Officer I               |      |    | 27.77 |
| 27132 - Police Officer II              |      |    | 30.86 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 15.85 |
| 28042 - Carnival Equipment Repairer    |      |    | 17.00 |
| 28043 - Carnival Worker                |      |    | 12.39 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 15.69 |
| 28310 - Lifeguard                      |      |    | 12.52 |
| 28350 - Park Attendant (Aide)          |      |    | 17.54 |
| 28510 - Recreation Aide/Health         |      |    | 12.80 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 21.73 |
| 28630 - Sports Official                |      |    | 13.97 |
| 28690 - Swimming Pool Operator         |      |    | 19.11 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 22.98 |
| 29020 - Hatch Tender                   |      |    | 22.98 |
| 29030 - Line Handler                   |      |    | 22.98 |
| 29041 - Stevedore I                    |      |    | 21.85 |
| 29042 - Stevedore II                   |      |    | 24.27 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.96 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 28.25 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 31.10 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 17.58 |
| 30022 - Archeological Technician II    |      |    | 19.67 |
| 30023 - Archeological Technician III   |      |    | 24.36 |
| 30030 - Cartographic Technician        |      |    | 24.36 |
| 30040 - Civil Engineering Technician   |      |    | 24.36 |
| 30051 - Cryogenic Technician I         |      |    | 25.74 |
| 30052 - Cryogenic Technician II        |      |    | 28.42 |
| 30061 - Drafter/CAD Operator I         |      |    | 17.58 |
| 30062 - Drafter/CAD Operator II        |      |    | 19.67 |
| 30063 - Drafter/CAD Operator III       |      |    | 21.92 |
| 30064 - Drafter/CAD Operator IV        |      |    | 26.98 |
| <u> </u>                               |      |    |       |

| 20001 Engineening Hechnicics T  |        | 1 0 0 0        |
|---|--------|----------------|
| 30081 - Engineering Technician I  |        | 16.20          |
| 30082 - Engineering Technician II                                       |        | 18.18<br>20.35 |
| 30083 - Engineering Technician III                                      |        |                |
| 30084 - Engineering Technician IV                                       |        | 25.21          |
| 30085 - Engineering Technician V  |        | 30.83          |
| 30086 - Engineering Technician VI                                       |        | 37.30          |
| 30090 - Environmental Technician  |        | 24.36          |
| 30095 - Evidence Control Specialist                                     |        | 23.24          |
| 30210 - Laboratory Technician   |        | 22.85          |
| 30221 - Latent Fingerprint<br>Technician I                              |        | 25.74          |
| 30222 - Latent Fingerprint  |        | 28.42          |
| Technician II   |        | 20.42          |
| 30240 - Mathematical Technician   |        | 24.36          |
|   |        |                |
| 30361 - Paralegal/Legal Assistant I                                     |        | 18.71          |
| 30362 - Paralegal/Legal Assistant II                                    |        | 23.18          |
| 30363 - Paralegal/Legal Assistant                                       |        | 28.35          |
|   |        | 24 20          |
| 30364 - Paralegal/Legal Assistant IV                                    |        | 34.30<br>28.42 |
| 30375 - Petroleum Supply Specialist                                     |        | 28.42          |
| 30390 - Photo-Optics Technician<br>30395 - Radiation Control Technician |        | 24.36          |
|   |        |                |
| 30461 - Technical Writer I<br>30462 - Technical Writer II               |        | 24.36          |
| 30462 - Technical Writer II<br>30463 - Technical Writer III             |        | 29.80          |
|   |        | 36.05          |
| 30491 - Unexploded Ordnance (UXO)                                       |        | 26.03          |
| Technician I  |        | 31.49          |
| 30492 - Unexploded Ordnance (UXO)<br>Technician II                      |        | 31.49          |
| 30493 - Unexploded Ordnance (UXO)                                       |        | 37.75          |
| Technician III  |        | 57.75          |
| 30494 - Unexploded (UXO) Safety   |        | 26.03          |
| Escort  |        | 20.05          |
| 30495 - Unexploded (UXO) Sweep  |        | 26.03          |
| Personnel   |        | 20.05          |
| 30501 - Weather Forecaster I  |        | 26.98          |
| 30502 - Weather Forecaster II   |        | 32.82          |
|   | see 2) | 21.92          |
| Upper Air Or  |        | 21.92          |
| Surface Programs  |        |                |
| -   | see 2) | 24.36          |
| 31000 - Transportation/Mobile   |        | 27.30          |
| Equipment Operation Occupations   |        |                |
| 31010 - Airplane Pilot  |        | 31.49          |
| 31020 - Bus Aide  |        | 14.82          |
| 31030 - Bus Aide<br>31030 - Bus Driver                                  |        | 14.02          |
| 31043 - Driver Courier  |        | 19.73          |
| 31260 - Parking and Lot Attendant                                       |        | 12.84          |
| 31290 - Shuttle Bus Driver  |        | 12.04          |
| JIZJU - SHULLLE DUS DIIVEI  |        | TJ.90          |

| 31310 - Taxi Driver                 | 14.79 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 15.91 |
| 31362 - Truckdriver Medium          | 16.88 |
| 31363 - Truckdriver Heavy           | 21.32 |
| 31364 - Truckdriver Tractor-Trailer | 21.32 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.35 |
| 99030 - Cashier                     | 12.26 |
| 99050 - Desk Clerk                  | 13.86 |
| 99095 - Embalmer                    | 31.14 |
| 99130 - Flight Follower             | 26.03 |
| 99251 - Laboratory Animal Caretaker | 17.96 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 19.27 |
| II                                  |       |
| 99260 - Marketing Analyst           | 24.64 |
| 99310 - Mortician                   | 31.14 |
| 99410 - Pest Controller             | 23.06 |
| 99510 - Photofinishing Worker       | 13.68 |
| 99710 - Recycling Laborer           | 20.43 |
| 99711 - Recycling Specialist        | 23.89 |
| 99730 - Refuse Collector            | 18.68 |
| 99810 - Sales Clerk                 | 13.45 |
| 99820 - School Crossing Guard       | 12.41 |
| 99830 - Survey Party Chief          | 22.27 |
| 99831 - Surveying Aide              | 13.27 |
| 99832 - Surveying Technician        | 20.25 |
| 99840 - Vending Machine Attendant   | 19.61 |
| 99841 - Vending Machine Repairer    | 23.38 |
| 99842 - Vending Machine Repairer    | 19.61 |
| 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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4169

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Director REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4169 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 York

Area: New York Counties of Clinton Essex Franklin Lewis St Lawrence

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 14.71 |
| 01012 - Accounting Clerk II        |          | 16.53 |
| 01013 - Accounting Clerk III       |          | 18.48 |
| 01020 - Administrative Assistant   |          | 29.43 |
| 01035 - Court Reporter             |          | 20.25 |
| 01041 - Customer Service           |          | 12.99 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 14.61 |
| Representative II                  |          |       |

| 01043 - Customer Service   | 15.94          |
|--|----------------|
| Representative III   |                |
| 01051 - Data Entry Operator I  | 15.14          |
| 01052 - Data Entry Operator II   | 16.52          |
| 01060 - Dispatcher Motor Vehicle   | 20.31<br>15.40 |
| 01070 - Document Preparation Clerk<br>01090 - Duplicating Machine Operator | 15.40          |
| 01111 - General Clerk I  | 12.52          |
| 01112 - General Clerk II   | 13.67          |
| 01113 - General Clerk III  | 15.35          |
| 01120 - Housing Referral Assistant   | 20.68          |
| 01141 - Messenger Courier  | 14.41          |
| 01191 - Order Clerk I  | 15.98          |
| 01192 - Order Clerk II   | 17.44          |
| 01261 - Personnel Assistant  | 17.08          |
| (Employment) I   |                |
| 01262 - Personnel Assistant  | 19.10          |
| (Employment) II  |                |
| 01263 - Personnel Assistant  | 21.29          |
| (Employment) III   |                |
| 01270 - Production Control Clerk   | 22.40          |
| 01290 - Rental Clerk   | 16.17          |
| 01300 - Scheduler Maintenance  | 16.59          |
| 01311 - Secretary I  | 16.59          |
| 01312 - Secretary II   | 18.55          |
| 01313 - Secretary III  | 20.68          |
| 01320 - Service Order Dispatcher   | 18.16          |
| 01410 - Supply Technician  | 29.43          |
| 01420 - Survey Worker  | 18.35          |
| 01460 - Switchboard  | 16.44          |
| Operator/Receptionist<br>01531 - Travel Clerk I                            | 11.90          |
| 01531 - Travel Clerk I<br>01532 - Travel Clerk II                          | 12.81          |
| 01532 - Travel Clerk II<br>01533 - Travel Clerk III                        | 13.74          |
| 01611 - Word Processor I   | 13.74          |
| 01612 - Word Processor II  | 15.46          |
| 01613 - Word Processor III   | 17.29          |
| 05000 - Automotive Service Occupations                                     | 11.23          |
| 05005 - Automobile Body Repairer   | 20.06          |
| Fiberglass   |                |
| 05010 - Automotive Electric  | ian 18.42      |
| 05040 - Automotive Glass Installer   | 17.71          |
| 05070 - Automotive Worker  | 17.71          |
| 05110 - Mobile Equipment Servicer  | 16.32          |
| 05130 - Motor Equipment Metal  | 19.17          |
| Mechanic   |                |
| 05160 - Motor Equipment Metal Worker                                       | 17.71          |
| 05190 - Motor Vehicle Mechanic   | 19.17          |

| 05220 - Motor Vehicle Mechanic       | 15.62 |
|--------------------------------------|-------|
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 17.02 |
| Worker                               | 10.04 |
| 05280 - Motor Vehicle Wrecker        | 17.71 |
| 05310 - Painter Automotive           | 18.42 |
| 05340 - Radiator Repair Specialist   | 17.71 |
| 05370 - Tire Repairer                | 15.01 |
| 05400 - Transmission Repair          | 19.17 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 15.88 |
| 07041 - Cook I                       | 16.57 |
| 07042 - Cook II                      | 18.63 |
| 07070 - Dishwasher                   | 12.28 |
| 07130 - Food Service Worker          | 12.73 |
| 07210 - Meat Cutter                  | 18.63 |
| 07260 - Waiter/Waitress              | 12.56 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 19.46 |
| 09040 - Furniture Handler            | 14.65 |
| 09080 - Furniture Refinisher         | 19.46 |
| 09090 - Furniture Refinisher Helper  | 16.13 |
| 09110 - Furniture Repairer Minor     | 17.57 |
| 09130 - Upholsterer                  | 19.46 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 14.49 |
| 11060 - Elevator Operator            | 14.33 |
| 11090 - Gardener                     | 20.18 |
| 11122 - Housekeeping Aide            | 14.33 |
| 11150 - Janitor                      | 14.33 |
| 11210 - Laborer Grounds Maintenance  | 16.09 |
| 11240 - Maid or Houseman             | 12.89 |
| 11260 - Pruner                       | 14.71 |
| 11270 - Tractor Operator             | 18.82 |
| 11330 - Trail Maintenance Worker     | 16.09 |
| 11360 - Window Cleaner               | 15.68 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 17.99 |
| 12011 - Breath Alcohol Technician    | 18.49 |
| 12012 - Certified Occupational       | 24.45 |
| Therapist Assistant                  | 0.0   |
| 12015 - Certified Physical Therapist | 23.68 |
| Assistant                            |       |
| 12020 - Dental Assistant             | 17.79 |
| 12025 - Dental Hygienist             | 39.00 |

| 12035 - Electroneurodiagnostic       28.38         Technologist       17.99         12071 - Licensed Practical Nurse I       16.54         12072 - Licensed Practical Nurse II       18.49         12073 - Licensed Practical Nurse III       20.61         12100 - Medical Assistant       18.13         12100 - Medical Assistant       18.13         12100 - Medical Record Clerk       18.00         12190 - Medical Record Technician       20.13         12195 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       12.22         12222 - Nursing Assistant II       15.97         12223 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Dispenser       25.66         12230 - Pharmacy Technician       16.24         12311 - Registered Nurse II       28.46         12313 - Registered Nurse II       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       34.44         13010 - Information And Arts <th></th> <th></th>                                   |                                      |       |
|---|--------------------------------------|-------|
| Technologist       17.99         12071 - Licensed Practical Nurse I       16.54         12072 - Licensed Practical Nurse II       18.49         12073 - Licensed Practical Nurse III       20.61         12100 - Medical Assistant       18.13         12130 - Medical Laboratory       29.28         Technician       20.12         12190 - Medical Record Clerk       18.00         12190 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       22.2         12221 - Nursing Assistant I       12.29         12222 - Nursing Assistant III       15.07         12224 - Nursing Assistant IV       16.92         12225 - Optical Dispenser       25.66         12236 - Optical Technician       16.24         12280 - Phalebotomist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       13001 - Exhibits Sp  | 12030 - EKG Technician               | 28.38 |
| 12040       Emergency Medical Technician       17.99         12071       Licensed Practical Nurse I       16.54         12072       Licensed Practical Nurse III       18.49         12073       Licensed Practical Nurse III       20.61         12100       Medical Assistant       18.13         12130       Medical Laboratory       29.28         Technician       20.13         12190       Medical Record Clerk       18.00         12191       Medical Transcriptionist       20.13         12210       Nuclear Medicine       40.64         Technologist       12221       12.22         12222       Nursing Assistant I       13.81         12223       Nursing Assistant IV       16.92         12224       Nursing Assistant IV       16.92         12235       Optical Dispenser       25.66         12236       Optical Technician       16.54         12230       Pharmacy Technician       16.26         12311       Registered Nurse I       23.27         12312       Registered Nurse II       28.46         Specialist       23.17       23.27         12314       Registered Nurse III       24.46         Specialist </th <th>12035 - Electroneurodiagnostic</th> <th>28.38</th>  | 12035 - Electroneurodiagnostic       | 28.38 |
| 12071 - Licensed Practical Nurse I       16.54         12072 - Licensed Practical Nurse II       18.49         12073 - Licensed Practical Nurse III       20.61         12100 - Medical Assistant       18.13         12100 - Medical Laboratory       29.28         Technician       20.13         12160 - Medical Record Clerk       18.00         12190 - Medical Record Technician       20.13         12191 - Nuclear Medicine       40.64         Technologist       22.29         12221 - Nursing Assistant I       13.29         12222 - Nursing Assistant II       13.80         12223 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.26         12230 - Phlebotomist       17.14         12301 - Registered Nurse II       28.46         12313 - Registered Nurse II       28.46         12314 - Registered Nurse III       34.44         12315 - Radjoler (Drug and Alcohol       22.90         12320 - Substance Abuse Treatment       25.57         Counselor       13001 - Exhibits Specialist I       21.12         13001 - Information And Arts       26.15         Occupations       13.99       13041 - Illustrator II  | Technologist                         |       |
| 12072 - Licensed Practical Nurse III       18.49         12073 - Licensed Practical Nurse III       20.61         12100 - Medical Laboratory       29.28         Technician       20.12         12160 - Medical Record Clerk       18.00         12195 - Medical Record Technician       20.13         12195 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       12.29         12221 - Nursing Assistant I       12.29         12222 - Nursing Assistant II       13.81         12223 - Nursing Assistant IV       16.97         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.26         12231 - Registered Nurse I       28.27         12311 - Registered Nurse II       28.46         Specialist       28.46         12313 - Registered Nurse III       28.46         Specialist       22.90         12315 - Registered Nurse III       24.44         12315 - Registered Nurse IV       41.27         12316 - Registered Nurse IV       22.90         12317 - Scheduler (Drug and Alcohol       22.90         13001 - Information And Arts       26.15  | 12040 - Emergency Medical Technician | 17.99 |
| 12073 - Licensed Practical Nurse III       20.61         12100 - Medical Assistant       18.13         12130 - Medical Laboratory       29.28         Technician       12160 - Medical Record Clerk       18.00         12190 - Medical Record Technician       20.13         12195 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       12.29         12221 - Nursing Assistant I       13.81         12222 - Nursing Assistant III       15.07         12223 - Optical Dispenser       25.66         12236 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12200 - Pharmacy Technician       16.26         12236 - Optical Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse IV       41.27         12314 - Registered Nurse IV       22.90         Testing)       13000 - Information And Arts         Occupations       13011 - Exhibits Specialist II       21.12         13013 - Exhibits Specialist III  | 12071 - Licensed Practical Nurse I   | 16.54 |
| 12100 - Medical Assistant       18.13         12130 - Medical Laboratory       29.28         Technician       20.13         12160 - Medical Record Clerk       18.00         12195 - Medical Transcriptionist       20.13         12100 - Nuclear Medicine       40.64         Technologist       12.221         12222 - Nursing Assistant I       12.29         12222 - Nursing Assistant III       15.07         12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12280 - Phlebotomist       17.14         12200 - Phatmacy Technician       16.26         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse IV       41.27         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       12320 - Substance Abuse Treatment       25.57         Coupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       26.15  | 12072 - Licensed Practical Nurse II  | 18.49 |
| 12130 - Medical Laboratory         29.28           Technician         18.00           12190 - Medical Record Clerk         18.00           12195 - Medical Transcriptionist         20.13           12195 - Medical Transcriptionist         20.12           12210 - Nuclear Medicine         40.64           Technologist         12221 - Nursing Assistant I         13.81           12222 - Nursing Assistant II         13.81           12223 - Optical Dispenser         25.66           12236 - Optical Technician         16.54           12250 - Pharmacy Technician         16.24           12305 - Radiologic Technologist         29.22           12311 - Registered Nurse I         23.27           12312 - Registered Nurse II         28.46           12313 - Registered Nurse III         34.44           12316 - Registered Nurse III         34.44           12316 - Registered Nurse IV         41.27           12300 - Information And Arts         25.57           Cocupations         25.57           13001 - Exhibits Specialist II         26.15           13012 - Exhibits Specialist II         26.15           13013 - Exhibits Specialist II         26.15           13013 - Exhibits Specialist III         31.99           1                 | 12073 - Licensed Practical Nurse III | 20.61 |
| Technician         12160 - Medical Record Clerk       18.00         12190 - Medical Record Technician       20.13         12195 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       12.29         12221 - Nursing Assistant I       13.81         12222 - Nursing Assistant II       13.81         12223 - Optical Dispenser       25.66         12235 - Optical Technician       16.54         12280 - Phalmacy Technician       16.26         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse II       28.46         12314 - Registered Nurse III       34.44         Anesthetist       22.90         12317 - Scheduler (Drug and Alcohol       22.90         13010 - Information And Arts       20.57         Occupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist I       21.12         13013 - Exhibits Specialist II       21.12         13014 - Illustrator II       26.15         13043 - Illustrator III       26.15  | 12100 - Medical Assistant            | 18.13 |
| 12160 - Medical Record Clerk       18.00         12190 - Medical Record Technician       20.13         12195 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       12221 - Nursing Assistant I       12.29         12222 - Nursing Assistant II       13.81         12223 - Nursing Assistant II       15.07         1224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12230 - Pharmacy Technician       16.54         12200 - Pharmacy Technician       16.54         12200 - Pharmacy Technician       16.26         12210 - Registered Nurse I       23.27         12311 - Registered Nurse II       28.46         Specialist       24.44         12313 - Registered Nurse III       28.46         Specialist       22.90         12314 - Registered Nurse III       34.44         Anesthetist       22.90         12315 - Registered Nurse IV       41.27         12316 - Registered Nurse IV       22.90         Testing)       20.90         13010 - Information And Arts       20.90         Occupations       13011 - Exhibits Specialist I       21.12         13013 - Exhibits Special   | 12130 - Medical Laboratory           | 29.28 |
| 12190 - Medical Record Technician       20.13         12195 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       12.29         12222 - Nursing Assistant I       13.81         12223 - Nursing Assistant III       13.81         12224 - Nursing Assistant III       15.07         12225 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.26         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         12300 - Information And Arts       26.15         0coupations       13001 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       31.99         13041 - Illustrator II       26.15         13042 - Illustrator III       31.99         <  | Technician                           |       |
| 12195 - Medical Transcriptionist         20.12           12210 - Nuclear Medicine         40.64           Technologist         12221           12221 - Nursing Assistant I         13.81           12222 - Nursing Assistant III         13.81           12223 - Nursing Assistant IV         16.92           12235 - Optical Dispenser         25.66           12236 - Optical Technician         16.54           12200 - Pharmacy Technician         16.26           12280 - Phlebotomist         29.22           12311 - Registered Nurse I         28.46           12312 - Registered Nurse II         28.46           12313 - Registered Nurse III         34.44           12315 - Registered Nurse III         34.44           12315 - Registered Nurse IV         41.27           12316 - Registered Nurse IV         41.27           12317 - Scheduler (Drug and Alcohol         22.90           Testing)         21.22           13011 - Exhibits Specialist I         21.12           13012 - Exhibits Specialist II         21.12           13013 - Exhibits Specialist III         26.15           13014 - Illustrator II         26.15           13042 - Illustrator III         26.15           13043 - Illustrator III         26.15                       | 12160 - Medical Record Clerk         | 18.00 |
| 12210 - Nuclear Medicine         40.64           Technologist         12221 - Nursing Assistant I         12.29           12222 - Nursing Assistant III         13.81           12223 - Nursing Assistant III         15.07           12224 - Nursing Assistant IV         16.92           12235 - Optical Dispenser         25.66           12260 - Pharmacy Technician         16.54           12200 - Phalebotomist         17.14           12305 - Radiologic Technologist         29.22           12311 - Registered Nurse I         23.27           12312 - Registered Nurse II         28.46           12313 - Registered Nurse III         34.44           12315 - Registered Nurse III         34.44           12316 - Registered Nurse IV         41.27           12317 - Scheduler (Drug and Alcohol         22.90           Testing)         12320 - Substance Abuse Treatment         25.57           Counselor         13000 - Information And Arts         26.15           13011 - Exhibits Specialist I         21.12           13012 - Exhibits Specialist III         31.99           13041 - Illustrator I         21.12           13042 - Illustrator III         31.99           13043 - Illustrator III         31.99           13043 - Illustrator | 12190 - Medical Record Technician    | 20.13 |
| 12210 - Nuclear Medicine         40.64           Technologist         12221 - Nursing Assistant I         12.29           12222 - Nursing Assistant III         13.81           12223 - Nursing Assistant III         15.07           12224 - Nursing Assistant IV         16.92           12235 - Optical Dispenser         25.66           12260 - Pharmacy Technician         16.54           12200 - Phalebotomist         17.14           12305 - Radiologic Technologist         29.22           12311 - Registered Nurse I         23.27           12312 - Registered Nurse II         28.46           12313 - Registered Nurse III         34.44           12315 - Registered Nurse III         34.44           12316 - Registered Nurse IV         41.27           12317 - Scheduler (Drug and Alcohol         22.90           Testing)         12320 - Substance Abuse Treatment         25.57           Counselor         13000 - Information And Arts         26.15           13011 - Exhibits Specialist I         21.12           13012 - Exhibits Specialist III         31.99           13041 - Illustrator I         21.12           13042 - Illustrator III         31.99           13043 - Illustrator III         31.99           13043 - Illustrator | 12195 - Medical Transcriptionist     | 20.12 |
| Technologist         12221 - Nursing Assistant II       12.29         12222 - Nursing Assistant III       13.81         12223 - Nursing Assistant III       15.07         12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12200 - Pharmacy Technician       16.26         12280 - Phlebotomist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         Anesthetist       21.21         12316 - Registered Nurse IV       41.27         12320 - Substance Abuse Treatment       25.57         Counselor       25.77         13000 - Information And Arts       25.77         Occupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       21.12         13013 - Exhibits Specialist II       21.12         13014 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13  | -                                    | 40.64 |
| 12221 - Nursing Assistant I       12.29         12222 - Nursing Assistant II       13.81         12223 - Nursing Assistant III       15.07         12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.54         12280 - Phlebotomist       29.22         12311 - Registered Nurse I       28.46         12312 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         Anesthetist       22.90         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       25.57         Coupations       13000 - Information And Arts         Occupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       26.15         13013 - Exhibits Specialist III       26.15         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13043 - Illustrator III       31.99         13043 - Illustrator III       31.99         13044 - Librarian       28.97  | Technologist                         |       |
| 12222 - Nursing Assistant II       13.81         12223 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.26         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         Specialist       28.46         12315 - Registered Nurse III       34.44         12316 - Registered Nurse III       34.44         Anesthetist       22.90         Testing)       12320 - Substance Abuse Treatment       25.57         Counselor       25.57         13000 - Information And Arts       26.15         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Library Aide/Clerk       44.60         13050 - Library Aide/Clerk       44.60   | 2                                    | 12.29 |
| 12223 - Nursing Assistant III       15.07         12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.26         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12316 - Registered Nurse IV       41.27         12320 - Substance Abuse Treatment       25.57         Counselor       21.12         13000 - Information And Arts       26.15         0ccupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13044 - Library Aide/Clerk       44.60         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   | -                                    |       |
| 12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.26         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       28.46         Specialist       34.44         12316 - Registered Nurse III       34.44         Anesthetist       12317 - Scheduler (Drug and Alcohol       22.90         Testing)       12320 - Substance Abuse Treatment       25.57         Counselor       25.57         13000 - Information And Arts       26.15         0ccupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator II       26.15         13042 - Illustrator III       31.99         13047 - Library Aide/Clerk       14.60         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   | -                                    |       |
| 12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.26         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       12320 - Substance Abuse Treatment       25.57         Counselor       13000 - Information And Arts       25.57         Occupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       21.12         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  | -                                    |       |
| 12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.26         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       25.57         Counselor       25.57         13000 - Information And Arts       26.15         0ccupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  | -                                    |       |
| 12250 - Pharmacy Technician       16.26         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         Anesthetist       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       21.300         12320 - Substance Abuse Treatment       25.57         Counselor       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       21.12         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   |                                      |       |
| 12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       25.57         Counselor       25.57         13000 - Information And Arts       26.15         0ccupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       31.99         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   |                                      |       |
| 12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       22.90         13000 - Substance Abuse Treatment       25.57         Counselor       21.12         13000 - Information And Arts       26.15         0ccupations       31.99         13011 - Exhibits Specialist II       21.12         13012 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator II       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  |                                      |       |
| 12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       12320 - Substance Abuse Treatment       25.57         Counselor       21.12         13000 - Information And Arts       26.15         Occupations       31.99         13011 - Exhibits Specialist II       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator II       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15         Technology Systems       26.15   |                                      |       |
| 12312 - Registered Nurse II       28.46         12313 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       22.90         12320 - Substance Abuse Treatment       25.57         Counselor       21.12         13000 - Information And Arts       26.15         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       31.99         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15         Technology Systems       26.15  |                                      |       |
| 12313 - Registered Nurse II       28.46         Specialist       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       22.90         12320 - Substance Abuse Treatment       25.57         Counselor       21.12         13000 - Information And Arts       26.15         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator IIII       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15         Technology Systems       26.15   | _                                    |       |
| Specialist       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       41.27         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       25.57         Counselor       25.57         13000 - Information And Arts       25.12         Occupations       21.12         13011 - Exhibits Specialist I       26.15         13012 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   | -                                    |       |
| 12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       41.27         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       22.90         12320 - Substance Abuse Treatment       25.57         Counselor       25.57         13000 - Information And Arts       21.12         0ccupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  | -                                    | 28.46 |
| 12315 - Registered Nurse III34.44Anesthetist41.2712316 - Registered Nurse IV41.2712317 - Scheduler (Drug and Alcohol22.90Testing)25.5712320 - Substance Abuse Treatment25.57Counselor21.0213000 - Information And Arts21.120ccupations21.1213011 - Exhibits Specialist I21.1213012 - Exhibits Specialist II26.1513013 - Exhibits Specialist III31.9913041 - Illustrator I21.1213042 - Illustrator III31.9913047 - Librarian28.9713050 - Library Aide/Clerk14.6013054 - Library Information26.15   | -                                    |       |
| Anesthetist<br>12316 - Registered Nurse IV 41.27<br>12317 - Scheduler (Drug and Alcohol 22.90<br>Testing)<br>12320 - Substance Abuse Treatment 25.57<br>Counselor<br>13000 - Information And Arts<br>Occupations<br>13011 - Exhibits Specialist I 21.12<br>13012 - Exhibits Specialist II 26.15<br>13013 - Exhibits Specialist III 31.99<br>13041 - Illustrator I 21.12<br>13042 - Illustrator II 26.15<br>13043 - Illustrator III 31.99<br>13047 - Librarian 28.97<br>13050 - Library Aide/Clerk 14.60<br>13054 - Library Information 26.15<br>Technology Systems  | -                                    |       |
| 12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       12320 - Substance Abuse Treatment       25.57         Counselor       21.12         13000 - Information And Arts       20.12         Occupations       21.12         13011 - Exhibits Specialist I       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  | -                                    | 34.44 |
| 12317 - Scheduler (Drug and Alcohol22.90Testing)22.9012320 - Substance Abuse Treatment25.57Counselor25.9013000 - Information And Arts<br>Occupations21.1213011 - Exhibits Specialist I21.1213012 - Exhibits Specialist II26.1513013 - Exhibits Specialist III31.9913041 - Illustrator I21.1213042 - Illustrator III26.1513043 - Illustrator III31.9913047 - Librarian28.9713050 - Library Aide/Clerk14.6013054 - Library Information26.15Technology Systems26.15  |                                      | 41 07 |
| Testing)       12320 - Substance Abuse Treatment       25.57         Counselor       13000 - Information And Arts       21.12         Occupations       21.12         13011 - Exhibits Specialist I       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator II       26.15         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   | -                                    |       |
| 12320 - Substance Abuse Treatment25.57Counselor13000 - Information And ArtsOccupations21.1213011 - Exhibits Specialist I21.1213012 - Exhibits Specialist II26.1513013 - Exhibits Specialist III31.9913041 - Illustrator I21.1213042 - Illustrator II26.1513043 - Illustrator III31.9913047 - Librarian28.9713050 - Library Aide/Clerk14.6013054 - Library Information26.15  | -                                    | 22.90 |
| Counselor<br>13000 - Information And Arts<br>Occupations<br>13011 - Exhibits Specialist I<br>13012 - Exhibits Specialist III<br>13013 - Exhibits Specialist III<br>13041 - Illustrator I<br>13042 - Illustrator III<br>13043 - Illustrator III<br>13047 - Librarian<br>13050 - Library Aide/Clerk<br>14.60<br>13054 - Library Information<br>Technology Systems   |                                      |       |
| 13000 - Information And Arts<br>Occupations<br>13011 - Exhibits Specialist I 21.12<br>13012 - Exhibits Specialist II 26.15<br>13013 - Exhibits Specialist III 31.99<br>13041 - Illustrator I 21.12<br>13042 - Illustrator II 26.15<br>13043 - Illustrator III 31.99<br>13047 - Librarian 28.97<br>13050 - Library Aide/Clerk 14.60<br>13054 - Library Information 26.15<br>Technology Systems   |                                      | 25.57 |
| Occupations       21.12         13011 - Exhibits Specialist I       26.15         13012 - Exhibits Specialist III       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       26.15         13043 - Illustrator III       26.15         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  |                                      |       |
| 13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator II       26.15         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  |                                      |       |
| 13012 - Exhibits Specialist II       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator II       26.15         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  | -                                    |       |
| 13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       26.15         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  |                                      | 21.12 |
| 13041 - Illustrator I       21.12         13042 - Illustrator II       26.15         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15         Technology Systems       26.15  |                                      |       |
| 13042 - Illustrator II       26.15         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15         Technology Systems       26.15  | -                                    | 31.99 |
| 13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15         Technology Systems       7   |                                      | 21.12 |
| 13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15         Technology Systems       26.15   | 13042 - Illustrator II               | 26.15 |
| 13050 - Library Aide/Clerk14.6013054 - Library Information26.15Technology Systems26.15  | 13043 - Illustrator III              | 31.99 |
| 13054 - Library Information26.15Technology Systems26.15   | 13047 - Librarian                    | 28.97 |
| Technology Systems  | 13050 - Library Aide/Clerk           | 14.60 |
| Technology Systems  | 13054 - Library Information          | 26.15 |
|   | -                                    |       |
|   |                                      |       |

|  | 1 ( 71 |
|--|--------|
| 13058 - Library Technician                     | 16.71  |
| 13061 - Media Specialist I                     | 18.87  |
| 13062 - Media Specialist II                    | 21.12  |
| 13063 - Media Specialist III                   | 23.54  |
| 13071 - Photographer I                         | 18.87  |
| 13072 - Photographer II                        | 21.12  |
| 13073 - Photographer III                       | 26.15  |
| 13074 - Photographer IV                        | 31.99  |
| 13075 - Photographer V                         | 38.71  |
| 13090 - Technical Order Library                | 18.34  |
| Clerk  | 10.01  |
| 13110 - Video Teleconference                   | 19.73  |
| Technician                                     | 19.15  |
|  |        |
| 14000 - Information Technology                 |        |
| Occupations                                    |        |
| 14041 - Computer Operator I                    | 16.07  |
| 14042 - Computer Operator II                   | 17.97  |
| 14043 - Computer Operator III                  | 20.04  |
| 14044 - Computer Operator IV                   | 22.28  |
| 14045 - Computer Operator V                    | 24.67  |
| 14071 - Computer Programmer I (see 1)          | 19.52  |
| 14072 - Computer Programmer II (see 1)         | 24.18  |
| 14073 - Computer Programmer III (see 1)        |        |
| 14074 - Computer Programmer IV (see 1)         |        |
| 14101 - Computer Systems Analyst I     (see 1) |        |
| 14102 - Computer Systems Analyst I (see 1)     |        |
|  |        |
| 14103 - Computer Systems Analyst III (see 1)   | 1 ( 07 |
| 14150 - Peripheral Equipment                   | 16.07  |
| Operator                                       |        |
| 14160 - Personal Computer Support              | 22.28  |
| Technician                                     |        |
| 14170 - System Support Specialist              | 31.47  |
| 15000 - Instructional Occupations              |        |
| 15010 - Aircrew Training Devices               | 31.00  |
| Instructor (Non-Rated)                         |        |
| 15020 - Aircrew Training Devices               | 37.51  |
| Instructor (Rated)                             |        |
| 15030 - Air Crew Training Devices              | 44.95  |
| Instructor (Pilot)                             | 11.90  |
| 15050 - Computer Based Training                | 31.00  |
| Specialist / Instructor                        | 51.00  |
| -  | 20 24  |
| 15060 - Educational Technologist               | 28.24  |
| 15070 - Flight Instructor (Pilot)              | 44.95  |
| 15080 - Graphic Artist                         | 21.21  |
| 15085 - Maintenance Test Pilot Fixed           | 44.95  |
| Jet/Prop                                       |        |
| 15086 - Maintenance Test Pilot                 | 44.95  |
| Rotary Wing                                    |        |

| 15088 - Non-Maintenance Test/Co-   | 44.95                   |
|--|-------------------------|
| Pilot  | 44.90                   |
| 15090 - Technical Instructor   | 20.80                   |
| 15090 - Technical Instructor/Course  | 25.45                   |
| Developer  | 23.43                   |
| 15110 - Test Proctor   | 16.80                   |
| 15110 - Tutor  | 16.80                   |
| 16000 - Laundry Dry-Cleaning Pressing  | 10.00                   |
| And Related Occupations  |                         |
| 16010 - Assembler  | 13.67                   |
| 16030 - Counter Attendant  | 13.67                   |
| 16040 - Dry Cleaner  | 15.62                   |
| 16070 - Finisher Flatwork Machine  | 13.67                   |
| 16090 - Presser Hand   | 13.67                   |
| 16110 - Presser Machine Drycleaning  | 13.67                   |
| 16130 - Presser Machine Shirts   | 13.67                   |
| 16160 - Presser Machine Wearing  | 13.67                   |
| Apparel Laundry  | 2000                    |
| 16190 - Sewing Machine Operator  | 16.27                   |
| 16220 - Tailor   | 16.92                   |
| 16250 - Washer Machine   | 14.32                   |
| 19000 - Machine Tool Operation And   |                         |
| Repair Occupations   |                         |
| 19010 - Machine-Tool Operator (Tool  | 24.27                   |
| Room)  |                         |
| 19040 - Tool And Die Maker   | 28.34                   |
| 21000 - Materials Handling And Packing   |                         |
| Occupations  |                         |
| 21020 - Forklift Operator  | 20.15                   |
| 21030 - Material Coordinator   | 22.40                   |
| 21040 - Material Expediter   | 22.40                   |
| 21050 - Material Handling Laborer  | 16.53                   |
| 21071 - Order Filler   | 14.12                   |
| 21080 - Production Line Worker (Food   | 20.15                   |
| Processing)  |                         |
| 21110 - Shipping Packer  | 17.12                   |
| 21130 - Shipping/Receiving Clerk   | 17.12                   |
| 21140 - Store Worker I   | 14.37                   |
| 21150 - Stock Clerk  | 18.79                   |
| 21210 - Tools And Parts Attendant  | 20.15                   |
| 21410 - Warehouse Specialist   | 20.15                   |
| -  |                         |
| 23000 - Mechanics And Maintenance And  | 20020                   |
| 23000 - Mechanics And Maintenance And<br>Repair Occupations  |                         |
| 23000 - Mechanics And Maintenance And<br>Repair Occupations<br>23010 - Aerospace Structural Welder   | 26.71                   |
| 23000 - Mechanics And Maintenance And<br>Repair Occupations<br>23010 - Aerospace Structural Welder<br>23019 - Aircraft Logs and Records  |                         |
| 23000 - Mechanics And Maintenance And<br>Repair Occupations<br>23010 - Aerospace Structural Welder<br>23019 - Aircraft Logs and Records<br>Technician                                | 26.71<br>21.88          |
| 23000 - Mechanics And Maintenance And<br>Repair Occupations<br>23010 - Aerospace Structural Welder<br>23019 - Aircraft Logs and Records<br>Technician<br>23021 - Aircraft Mechanic I | 26.71<br>21.88<br>25.70 |
| 23000 - Mechanics And Maintenance And<br>Repair Occupations<br>23010 - Aerospace Structural Welder<br>23019 - Aircraft Logs and Records<br>Technician                                | 26.71<br>21.88          |

| 23040 - Aircraft Mechanic Helper     | 19.22 |
|--------------------------------------|-------|
| 23050 - Aircraft Painter             | 24.48 |
| 23060 - Aircraft Servicer            | 21.88 |
| 23070 - Aircraft Survival Flight     | 24.48 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 23.17 |
| 23091 - Aircrew Life Support         | 23.17 |
| Equipment (ALSE) Mechanic            | 2012/ |
| I                                    |       |
| 23092 - Aircrew Life Support         | 25.70 |
| Equipment (ALSE) Mechanic            | 20.10 |
|                                      |       |
| 23110 - Appliance Mechanic           | 24.48 |
|                                      | 20.62 |
| 23120 - Bicycle Repairer             |       |
| 23125 - Cable Splicer                | 39.72 |
| 23130 - Carpenter Maintenance        | 23.64 |
| 23140 - Carpet Layer                 | 23.17 |
| 23160 - Electrician Maintenance      | 29.09 |
| 23181 - Electronics Technician       | 23.17 |
| Maintenance I                        |       |
| 23182 - Electronics Technician       | 24.48 |
| Maintenance II                       |       |
| 23183 - Electronics Technician       | 25.70 |
| Maintenance III                      |       |
| 23260 - Fabric Worker                | 21.88 |
| 23290 - Fire Alarm System Mechanic   | 25.70 |
| 23310 - Fire Extinguisher Repairer   | 20.62 |
| 23311 - Fuel Distribution System     | 39.89 |
| Mechanic                             |       |
| 23312 - Fuel Distribution System     | 29.70 |
| Operator                             |       |
| 23370 - General Maintenance Worker   | 19.59 |
| 23380 - Ground Support Equipment     | 25.70 |
| Mechanic                             |       |
| 23381 - Ground Support Equipment     | 21.88 |
| Servicer                             |       |
| 23382 - Ground Support Equipment     | 23.17 |
| Worker                               | 20.17 |
| 23391 - Gunsmith I                   | 20.62 |
| 23392 - Gunsmith II                  | 23.17 |
| 23392 - Gunsmith III                 | 25.70 |
| 23410 - Heating Ventilation And Air- | 24.01 |
| Conditioning                         | 27.UI |
| Mechanic                             |       |
|                                      | 24 00 |
| 23411 - Heating Ventilation And Air  | 24.96 |
| Contidioning                         |       |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 22.09 |
| 23440 - Heavy Equipment Operator     | 26.32 |

| 23460 -   | Instrument Mechanic          | 25.70              |
|-----------|------------------------------|--------------------|
| 23465 -   | Laboratory/Shelter Mechanic  | 24.48              |
|           | Laborer                      | 16.53              |
|           | Locksmith                    | 24.48              |
| 23530 -   | Machinery Maintenance        | 24.18              |
| Mechanic  |                              |                    |
| 23550 -   | Machinist Maintenance        | 21.83              |
|           | Maintenance Trades Helper    | 18.30              |
|           | Metrology Technician I       | 25.70              |
|           | Metrology Technician II      | 26.71              |
|           | Metrology Technician III     | 27.73              |
|           | Millwright                   | 27.71              |
|           | Office Appliance Repairer    | 24.48              |
|           | Painter Maintenance          | 23.55              |
|           | Pipefitter Maintenance       | 33.24              |
|           | Plumber Maintenance          | 30.57              |
|           | Pneudraulic Systems Mechanic | 25.70              |
| 23850 -   |                              | 25.70              |
|           | Scale Mechanic               | 23.17              |
|           | Sheet-Metal Worker           | 24.94              |
| Maintenan |                              | L 1 • 9 1          |
|           | Small Engine Mechanic        | 17.49              |
|           | Telecommunications Mechanic  | 27.41              |
| I         |                              | <b>U</b> / • • • • |
| —         | Telecommunications Mechanic  | 28.49              |
| II        |                              | 20.15              |
|           | Telephone Lineman            | 37.66              |
|           | Welder Combination           | 21.90              |
| Maintenan |                              |                    |
|           | Well Driller                 | 25.70              |
|           | Woodcraft Worker             | 25.70              |
|           | Woodworker                   | 20.62              |
|           | ersonal Needs Occupations    |                    |
|           | Case Manager                 | 16.85              |
|           | Child Care Attendant         | 12.88              |
| 24580 -   | Child Care Center Clerk      | 16.78              |
| 24610 -   | Chore Aide                   | 13.96              |
| 24620 -   | Family Readiness And Support | 16.85              |
| Services  |                              |                    |
| Coordin   | ator                         |                    |
| 24630 -   | Homemaker                    | 18.19              |
| 25000 - P | lant And System Operations   |                    |
| Occupatio |                              |                    |
| 25010 -   | Boiler Tender                | 27.11              |
| 25040 -   | Sewage Plant Operator        | 22.29              |
|           | bewage itane operator        |                    |
| 25070 -   | Stationary Engineer          | 27.11              |
|           |                              |                    |
| 25190 -   | Stationary Engineer          | 27.11              |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 19.62 |
| 27007 - Baggage Inspector              |      |    | 16.69 |
| 27008 - Corrections Officer            |      |    | 31.99 |
| 27010 - Court Security Officer         |      |    | 29.28 |
| 27030 - Detection Dog Handler          |      |    | 18.66 |
| 27040 - Detention Officer              |      |    | 31.99 |
| 27070 - Firefighter                    |      |    | 26.57 |
| 27101 - Guard I                        |      |    | 16.69 |
| 27102 - Guard II                       |      |    | 18.66 |
| 27131 - Police Officer I               |      |    | 27.77 |
| 27132 - Police Officer II              |      |    | 30.86 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 15.85 |
| 28042 - Carnival Equipment Repairer    |      |    | 17.00 |
| 28043 - Carnival Worker                |      |    | 12.86 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 15.69 |
| 28310 - Lifequard                      |      |    | 12.52 |
| 28350 - Park Attendant (Aide)          |      |    | 17.54 |
| 28510 - Recreation Aide/Health         |      |    | 12.80 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 21.73 |
| 28630 - Sports Official                |      |    | 13.97 |
| 28690 - Swimming Pool Operator         |      |    | 19.11 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 22.98 |
| 29020 - Hatch Tender                   |      |    | 22.98 |
| 29030 - Line Handler                   |      |    | 22.98 |
| 29041 - Stevedore I                    |      |    | 21.72 |
| 29042 - Stevedore II                   |      |    | 24.27 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.96 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 28.25 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 31.10 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 17.58 |
| 30022 - Archeological Technician II    |      |    | 19.67 |
| 30023 - Archeological Technician III   |      |    | 24.36 |
| 30030 - Cartographic Technician        |      |    | 24.36 |
| 30040 - Civil Engineering Technician   |      |    | 24.36 |
| 30051 - Cryogenic Technician I         |      |    | 25.74 |
| 30052 - Cryogenic Technician II        |      |    | 28.42 |
| 30061 - Drafter/CAD Operator I         |      |    | 17.58 |
| 30062 - Drafter/CAD Operator II        |      |    | 19.67 |
| 30063 - Drafter/CAD Operator III       |      |    | 21.92 |
| 30064 - Drafter/CAD Operator IV        |      |    | 26.98 |
| -                                      |      |    |       |

| 20001 Tening and Tening T                        | 1 ( ) 0 |
|--|---------|
| 30081 - Engineering Technician I                 | 16.20   |
| 30082 - Engineering Technician II                | 18.18   |
| 30083 - Engineering Technician III               |         |
| 30084 - Engineering Technician IV                | 25.21   |
| 30085 - Engineering Technician V                 | 30.83   |
| 30086 - Engineering Technician VI                | 37.30   |
| 30090 - Environmental Technician                 | 24.36   |
| 30095 - Evidence Control Specialist              | 23.24   |
| 30210 - Laboratory Technician                    | 21.88   |
| 30221 - Latent Fingerprint                       | 25.74   |
| Technician I                                     | 28.42   |
| 30222 - Latent Fingerprint                       | 28.42   |
| Technician II<br>30240 - Mathematical Technician | 242c    |
|  | 24.36   |
| 30361 - Paralegal/Legal Assistant I              | 19.44   |
| 30362 - Paralegal/Legal Assistant II             | 24.08   |
| 30363 - Paralegal/Legal Assistant                | 29.45   |
|  |         |
| 30364 - Paralegal/Legal Assistant IV             | 35.64   |
| 30375 - Petroleum Supply Specialist              | 28.42   |
| 30390 - Photo-Optics Technician                  | 24.36   |
| 30395 - Radiation Control Technician             | 28.42   |
| 30461 - Technical Writer I                       | 24.36   |
| 30462 - Technical Writer II                      | 29.80   |
| 30463 - Technical Writer III                     | 36.05   |
| 30491 - Unexploded Ordnance (UXO)                | 26.03   |
| Technician I                                     | 0.4 4.0 |
| 30492 - Unexploded Ordnance (UXO)                | 31.49   |
| Technician II                                    |         |
| 30493 - Unexploded Ordnance (UXO)                | 37.75   |
| Technician III                                   |         |
| 30494 - Unexploded (UXO) Safety                  | 26.03   |
| Escort   |         |
| 30495 - Unexploded (UXO) Sweep                   | 26.03   |
| Personnel  |         |
| 30501 - Weather Forecaster I                     | 26.98   |
| 30502 - Weather Forecaster II                    | 32.82   |
| <b>30620 - Weather Observer Combined</b> (see 2) | 21.92   |
| Upper Air Or                                     |         |
| Surface Programs                                 |         |
| <b>30621 - Weather Observer Senior</b> (see 2)   | 24.36   |
| 31000 - Transportation/Mobile                    |         |
| Equipment Operation Occupations                  |         |
| 31010 - Airplane Pilot                           | 31.49   |
| 31020 - Bus Aide                                 | 14.55   |
| 31030 - Bus Driver                               | 18.70   |
| 31043 - Driver Courier                           | 14.84   |
| 31260 - Parking and Lot Attendant                | 12.84   |
| 31290 - Shuttle Bus Driver                       | 15.90   |

| 31310 - Taxi Driver                 | 14.79 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 15.91 |
| 31362 - Truckdriver Medium          | 16.88 |
| 31363 - Truckdriver Heavy           | 21.32 |
| 31364 - Truckdriver Tractor-Trailer | 21.32 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.35 |
| 99030 - Cashier                     | 12.26 |
| 99050 - Desk Clerk                  | 13.86 |
| 99095 - Embalmer                    | 27.16 |
| 99130 - Flight Follower             | 26.03 |
| 99251 - Laboratory Animal Caretaker | 17.96 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 19.27 |
| II                                  |       |
| 99260 - Marketing Analyst           | 24.64 |
| 99310 - Mortician                   | 27.16 |
| 99410 - Pest Controller             | 23.06 |
| 99510 - Photofinishing Worker       | 13.68 |
| 99710 - Recycling Laborer           | 20.43 |
| 99711 - Recycling Specialist        | 23.89 |
| 99730 - Refuse Collector            | 18.68 |
| 99810 - Sales Clerk                 | 13.45 |
| 99820 - School Crossing Guard       | 12.41 |
| 99830 - Survey Party Chief          | 25.54 |
| 99831 - Surveying Aide              | 14.77 |
| 99832 - Surveying Technician        | 20.25 |
| 99840 - Vending Machine Attendant   | 20.26 |
| 99841 - Vending Machine Repairer    | 24.43 |
| 99842 - Vending Machine Repairer    | 20.26 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4171

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4171 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 York

Area: New York County of Hamilton

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 14.71 |
| 01012 - Accounting Clerk II        |          | 16.53 |
| 01013 - Accounting Clerk III       |          | 18.48 |
| 01020 - Administrative Assistant   |          | 29.43 |
| 01035 - Court Reporter             |          | 18.96 |
| 01041 - Customer Service           |          | 12.99 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 14.61 |
| Representative II                  |          |       |

| 01043 - Customer Service               | 15.94        |
|--|--------------|
| Representative III                     |              |
| 01051 - Data Entry Operator I          | 15.14        |
| 01052 - Data Entry Operator II         | 16.52        |
| 01060 - Dispatcher Motor Vehicle       | 20.31        |
| 01070 - Document Preparation Clerk     | 15.40        |
| 01090 - Duplicating Machine Operator   | 15.40        |
| 01111 - General Clerk I                | 12.52        |
| 01112 - General Clerk II               | 13.67        |
| 01113 - General Clerk III              | 15.35        |
| 01120 - Housing Referral Assistant     | 20.68        |
| 01141 - Messenger Courier              | 14.18        |
| 01191 - Order Clerk I                  | 15.98        |
| 01192 - Order Clerk II                 | 17.44        |
| 01261 - Personnel Assistant            | 17.08        |
| (Employment) I                         | 10.10        |
| 01262 - Personnel Assistant            | 19.10        |
| (Employment) II                        |              |
| 01263 - Personnel Assistant            | 21.29        |
| (Employment) III                       |              |
| 01270 - Production Control Clerk       | 22.40        |
| 01290 - Rental Clerk                   | 16.17        |
| 01300 - Scheduler Maintenance          | 16.59        |
| 01311 - Secretary I                    | 16.59        |
| 01312 - Secretary II                   | 18.55        |
| 01313 - Secretary III                  | 20.68        |
| 01320 - Service Order Dispatcher       | 18.16        |
| 01410 - Supply Technician              | 29.43        |
| 01420 - Survey Worker                  | 18.35        |
| 01460 - Switchboard                    | 16.44        |
| Operator/Receptionist                  |              |
| 01531 - Travel Clerk I                 | 11.90        |
| 01532 - Travel Clerk II                | 12.81        |
| 01533 - Travel Clerk III               | 13.74        |
| 01611 - Word Processor I               | 13.77        |
| 01612 - Word Processor II              | 15.46        |
| 01613 - Word Processor III             | 17.29        |
| 05000 - Automotive Service Occupations |              |
| 05005 - Automobile Body Repairer       | 23.28        |
| Fiberglass                             |              |
|  | cician 18.24 |
| 05040 - Automotive Glass Installer     | 17.63        |
| 05070 - Automotive Worker              | 17.63        |
| 05110 - Mobile Equipment Servicer      | 16.32        |
| 05130 - Motor Equipment Metal          | 18.96        |
| Mechanic                               |              |
| 05160 - Motor Equipment Metal Worker   | 17.63        |
| 05190 - Motor Vehicle Mechanic         | 17.82        |

| 05220 - Motor Vehicle Mechanic       | 15.63 |
|--------------------------------------|-------|
| Helper                               |       |
| 05250 - Motor Vehicle Upholstery     | 16.95 |
| Worker                               |       |
| 05280 - Motor Vehicle Wrecker        | 17.63 |
| 05310 - Painter Automotive           | 18.24 |
| 05340 - Radiator Repair Specialist   | 17.63 |
| 05370 - Tire Repairer                | 14.34 |
| 05400 - Transmission Repair          | 18.96 |
| Specialist                           |       |
| 07000 - Food Preparation And Service |       |
| Occupations                          |       |
| 07010 - Baker                        | 12.39 |
| 07041 - Cook I                       | 16.57 |
| 07042 - Cook II                      | 18.63 |
| 07070 - Dishwasher                   | 12.28 |
| 07130 - Food Service Worker          | 12.73 |
| 07210 - Meat Cutter                  | 18.63 |
| 07260 - Waiter/Waitress              | 12.56 |
| 09000 - Furniture Maintenance And    |       |
| Repair Occupations                   |       |
| 09010 - Electrostatic Spray Painter  | 20.11 |
| 09040 - Furniture Handler            | 14.95 |
| 09080 - Furniture Refinisher         | 20.11 |
| 09090 - Furniture Refinisher Helper  | 17.19 |
| 09110 - Furniture Repairer Minor     | 18.65 |
| 09130 - Upholsterer                  | 22.10 |
| 11000 - General Services And Support |       |
| Occupations                          |       |
| 11030 - Cleaner Vehicles             | 14.37 |
| 11060 - Elevator Operator            | 14.33 |
| 11090 - Gardener                     | 20.18 |
| 11122 - Housekeeping Aide            | 14.33 |
| 11150 - Janitor                      | 14.33 |
| 11210 - Laborer Grounds Maintenance  | 16.09 |
| 11240 - Maid or Houseman             | 12.89 |
| 11260 - Pruner                       | 17.78 |
| 11270 - Tractor Operator             | 18.82 |
| 11330 - Trail Maintenance Worker     | 16.09 |
| 11360 - Window Cleaner               | 15.68 |
| 12000 - Health Occupations           |       |
| 12010 - Ambulance Driver             | 17.99 |
| 12011 - Breath Alcohol Technician    | 18.49 |
| 12012 - Certified Occupational       | 24.45 |
| Therapist Assistant                  |       |
| 12015 - Certified Physical Therapist | 23.68 |
| Assistant                            |       |
| 12020 - Dental Assistant             | 17.79 |
| 12025 - Dental Hygienist             | 38.83 |

| 12030 - EKG Technician       28.38         12035 - Electroneurodiagnostic       28.38         Technologist       12040 - Emergency Medical Technician       17.99         12071 - Licensed Practical Nurse I       16.54         12072 - Licensed Practical Nurse III       20.61         12100 - Medical Assistant       18.49         12130 - Medical Laboratory       30.16         Technician       20.13         12190 - Medical Record Clerk       18.00         12190 - Medical Record Technician       20.13         12190 - Medical Record Technician       20.13         12190 - Muclear Medicine       40.64         Technologist       12.29         12221 - Nursing Assistant II       13.81         12222 - Nursing Assistant IV       16.92         12223 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12280 - Pharmacy Technician       16.54         12280 - Phebotomist       17.14         12311 - Registered Nurse II       23.27         12312 - Registered Nurse II       28.46         122131 - Registered Nurse III       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       24.90   |                                      |       |
|---|--------------------------------------|-------|
| Technologist       17.94         12071 - Licensed Practical Nurse I       16.54         12072 - Licensed Practical Nurse II       18.49         12073 - Licensed Practical Nurse III       20.61         12100 - Medical Assistant       18.19         12100 - Medical Laboratory       30.16         Technician       20.13         12100 - Medical Record Clerk       18.00         12195 - Medical Transcriptionist       20.13         12210 - Nuclear Medicine       40.64         Technologist       12.22         12221 - Nursing Assistant I       12.29         12222 - Nursing Assistant III       15.07         12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.26         12280 - Phalebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse II       28.46         12313 - Registered Nurse III       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       13000 - Infor  |                                      | 28.38 |
| 12040 - Emergency Medical Technician         17.99           12071 - Licensed Practical Nurse I         16.54           12072 - Licensed Practical Nurse III         18.49           12073 - Licensed Practical Nurse III         20.61           12100 - Medical Assistant         18.13           12130 - Medical Laboratory         30.16           Technician         20.13           12190 - Medical Record Clerk         18.00           12190 - Medical Transcriptionist         20.12           12210 - Nuclear Medicine         40.64           Technologist         12.29           12221 - Nursing Assistant I         13.81           12223 - Nursing Assistant IV         16.92           12235 - Optical Dispenser         25.66           12236 - Optical Technician         16.26           12280 - Phlebotomist         17.14           12305 - Radiologic Technologist         29.22           12312 - Registered Nurse II         28.46           Specialist         12.31           12314 - Registered Nurse III         34.44           12315 - Registered Nurse IV         41.27           12316 - Registered Nurse IV         22.90           Testing)         34.44           12316 - Registered Nurse IV         41.27   | 12035 - Electroneurodiagnostic       | 28.38 |
| 12071 - Licensed Practical Nurse I       16.54         12072 - Licensed Practical Nurse II       18.49         12073 - Licensed Practical Nurse III       20.61         12100 - Medical Assistant       18.13         12130 - Medical Laboratory       30.16         Technician       20.13         12160 - Medical Record Clerk       18.00         12195 - Medical Record Technician       20.13         12190 - Nuclear Medicine       40.64         Technologist       21.22         12221 - Nursing Assistant I       12.29         12222 - Nursing Assistant II       13.01         12235 - Optical Dispenser       25.66         12230 - Phlebotomist       17.14         1230 - Phebotomist       17.14         1231 - Registered Nurse II       23.27         1231 - Registered Nurse III       34.44         1301 - Exhibits Specialist I       21.1  | Technologist                         |       |
| 12072 - Licensed Practical Nurse II       18.49         12073 - Licensed Practical Nurse III       20.61         12100 - Medical Assistant       18.13         12130 - Medical Laboratory       30.16         Technician       20.13         12190 - Medical Record Clerk       18.00         12190 - Medical Record Technician       20.13         12195 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       12.22         12222 - Nursing Assistant II       13.81         12223 - Nursing Assistant III       13.81         12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Dispenser       25.66         12230 - Pharmacy Technician       16.54         12250 - Pharmacy Technician       16.26         12211 - Registered Nurse II       28.46         Specialist       23.27         12313 - Registered Nurse III       28.46         Specialist       12.21         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         12316 - Registered Nurse IV       21.92         12300 - Information And Arts       25.57  | 12040 - Emergency Medical Technician | 17.99 |
| 12073 - Licensed Practical Nurse III       20.61         12100 - Medical Assistant       18.13         12130 - Medical Laboratory       30.16         Technician       12160 - Medical Record Clerk       18.00         12190 - Medical Record Technician       20.13         12191 - Nuclear Medicine       40.64         Technologist       12221 - Nursing Assistant I       12.29         12222 - Nursing Assistant II       13.81         12223 - Nursing Assistant II       15.07         12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.54         12250 - Phatmacy Technician       16.26         12231 - Registered Nurse I       23.27         12313 - Registered Nurse II       28.46         Specialist       24.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse IV       41.27         12300 - Information And Arts       22.90         Testing)       12301 - Exhibits Specialist I       21.12         13011 - Exhibits Specialist II       31.99         13013 - Exhibits Specialist III       31.99         13041 - Illustrator III </th <th>12071 - Licensed Practical Nurse I</th> <th>16.54</th> | 12071 - Licensed Practical Nurse I   | 16.54 |
| 12100 - Medical Assistant       18.13         12130 - Medical Laboratory       30.16         Technician       30.16         12160 - Medical Record Clerk       18.00         12195 - Medical Transcriptionist       20.13         12195 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       12.22         12222 - Nursing Assistant I       12.29         12223 - Nursing Assistant III       15.07         12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12280 - Phamacy Technician       16.54         12280 - Phebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse II       28.46         12312 - Registered Nurse III       34.44         12313 - Registered Nurse III       34.44         12314 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       12.22.90         13001 - Information And Arts       25.57         Counselor       21.12         13012 - Exhibits Specialist II       26.15         13013 - Exhibits Specialist III       26.15 <t< th=""><th>12072 - Licensed Practical Nurse II</th><th>18.49</th></t<>                            | 12072 - Licensed Practical Nurse II  | 18.49 |
| 12130 - Medical Laboratory       30.16         Technician       12160 - Medical Record Clerk       18.00         12190 - Medical Record Technician       20.13         12195 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       12222 - Nursing Assistant I       13.81         12222 - Nursing Assistant III       13.81         12223 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.54         12250 - Phebotomist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       13001 - Information And Arts         Occupations       13011 - Exhibits Specialist II       13.19         13012 - Exhibits Specialist III       31.99         13013 - Exhibits Specialist III       31.99         13041 - Illustrator II       26.15         13042  | 12073 - Licensed Practical Nurse III | 20.61 |
| Technician         12160 - Medical Record Clerk       18.00         12190 - Medical Record Technician       20.13         12195 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       12.22         12222 - Nursing Assistant I       13.81         12223 - Nursing Assistant III       13.81         12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12200 - Pharmacy Technician       16.54         12230 - Phlebotomist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse II       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse IV       41.27         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       13001 - Information And Arts         0coupations       21.12         13012 - Exhibits Specialist I       21.12         13013 - Exhibits Specialist III       31.99         13014 - Illustrator II       31.99  | 12100 - Medical Assistant            | 18.13 |
| 12160 - Medical Record Clerk       18.00         12199 - Medical Record Technician       20.13         12195 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       12.221         12222 - Nursing Assistant I       12.29         12222 - Nursing Assistant II       13.81         12223 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.26         12230 - Phebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       28.46         Specialist       28.46         Specialist       22.90         12314 - Registered Nurse III       34.44         Anesthetist       22.90         12315 - Registered Nurse III       34.44         Anesthetist       22.90         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       13000 - Information And Arts         Occupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       21.12         13013 - Exhibits Specialist III       26.15 </th <th>12130 - Medical Laboratory</th> <th>30.16</th>                                   | 12130 - Medical Laboratory           | 30.16 |
| 12190 - Medical Record Technician       20.13         12195 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       1         12221 - Nursing Assistant I       13.81         12222 - Nursing Assistant II       13.81         12223 - Optical Dispenser       25.66         12235 - Optical Dispenser       25.66         12260 - Pharmacy Technician       16.54         12200 - Phebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       13000 - Information And Arts         0ccupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       31.99         13041 - Illustrator I       26.15         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13043 -   | Technician                           |       |
| 12195 - Medical Transcriptionist       20.12         12210 - Nuclear Medicine       40.64         Technologist       12.29         12221 - Nursing Assistant I       13.81         12222 - Nursing Assistant III       13.81         12223 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12200 - Pharmacy Technician       16.26         12200 - Pheleotomist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       29.07         Testing)       7         12320 - Substance Abuse Treatment       25.57         Counselor       21.12         13011 - Exhibits Specialist II       21.12         13012 - Exhibits Specialist III       31.99         13013 - Exhibits Specialist III       21.12         13042 - Illustrator I       21.12         13043 - Illustrator III       31.99         13047 - Librarian       28.97  | 12160 - Medical Record Clerk         | 18.00 |
| 12210 - Nuclear Medicine       40.64         Technologist       12221 - Nursing Assistant I       12.29         12222 - Nursing Assistant III       13.81         12223 - Nursing Assistant III       15.07         1224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12230 - Pharmacy Technician       16.54         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         Specialist       28.46         12315 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       12320 - Substance Abuse Treatment       25.57         Counselor       13000 - Information And Arts       26.15         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.15         13041 - Illustrator II       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13044 - Library Information <t< th=""><th>12190 - Medical Record Technician</th><th>20.13</th></t<>     | 12190 - Medical Record Technician    | 20.13 |
| 12210 - Nuclear Medicine       40.64         Technologist       12221 - Nursing Assistant I       12.29         12222 - Nursing Assistant III       13.81         12223 - Nursing Assistant III       15.07         1224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12230 - Pharmacy Technician       16.54         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         Specialist       28.46         12315 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       12320 - Substance Abuse Treatment       25.57         Counselor       13000 - Information And Arts       26.15         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.15         13041 - Illustrator II       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13044 - Library Information <t< th=""><th>12195 - Medical Transcriptionist</th><th>20.12</th></t<>      | 12195 - Medical Transcriptionist     | 20.12 |
| Technologist         12221 - Nursing Assistant II       12.29         12222 - Nursing Assistant III       13.81         12223 - Nursing Assistant III       15.07         12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12280 - Phebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       12320 - Substance Abuse Treatment       25.57         Cocunselor       13000 - Information And Arts       25.57         Cocunselor       13011 - Exhibits Specialist II       21.12         13012 - Exhibits Specialist III       26.15       13043 - Illustrator II       21.12         13042 - Illustrator II       21.12       13043 - Illustrator III       31.99         13043 - Illustrator III       31.99       30.91       31.99         13045 - Library Aide/Clerk       14.60   | -                                    |       |
| 12221 - Nursing Assistant I       12.29         12222 - Nursing Assistant II       13.81         12223 - Nursing Assistant III       15.07         12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.26         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         Specialist       28.46         12315 - Registered Nurse III       34.44         12316 - Registered Nurse III       34.44         Anesthetist       22.90         Testing)       12320 - Substance Abuse Treatment       25.57         Counselor       25.57         13001 - Information And Arts       26.15         Occupations       13011 - Exhibits Specialist II       21.12         13012 - Exhibits Specialist III       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13044 - Library Aide   |                                      |       |
| 12222 - Nursing Assistant II       13.81         12223 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12260 - Pharmacy Technician       16.54         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         Anesthetist       12310 - Substance Abuse III       34.44         12310 - Substance Abuse Treatment       25.57         Cocupations       21.12         13000 - Information And Arts       26.15         0ccupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       31.99         13013 - Exhibits Specialist III       31.99         13041 - Illustrator II       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13044 - Library Aide/Clerk       44.60         13050 - Library Aide/Clerk       44.60  | -                                    | 12.29 |
| 12223 - Nursing Assistant III       15.07         12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.26         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12316 - Registered Nurse IV       41.27         12320 - Substance Abuse Treatment       25.57         Counselor       21.12         13000 - Information And Arts       26.15         0ccupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13044 - Library Aide/Clerk       44.60         13050 - Library Aide/Clerk       44.60         13054 - Library Information       26.15 <th>-</th> <th></th>  | -                                    |       |
| 12224 - Nursing Assistant IV       16.92         12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.54         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       28.46         Specialist       12316 - Registered Nurse III         12316 - Registered Nurse III       34.44         Anesthetist       12317 - Scheduler (Drug and Alcohol         12320 - Substance Abuse Treatment       25.57         Counselor       21.12         13000 - Information And Arts       25.57         Cocupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       21.12         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13047 - Library Aide/Clerk       14.60         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   | _                                    |       |
| 12235 - Optical Dispenser       25.66         12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.54         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       28.46         Specialist       34.44         12315 - Registered Nurse III       34.44         Anesthetist       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       22.90         12320 - Substance Abuse Treatment       25.57         Counselor       21.12         13000 - Information And Arts       26.15         0ccupations       31.99         13011 - Exhibits Specialist II       21.12         13012 - Exhibits Specialist III       31.99         13041 - Illustrator II       26.15         13042 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  | -                                    |       |
| 12236 - Optical Technician       16.54         12250 - Pharmacy Technician       16.26         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse III       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       25.57         Counselor       25.57         13000 - Information And Arts       25.57         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   | -                                    |       |
| 12250 - Pharmacy Technician       16.26         12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       25.57         Counselor       25.57         13000 - Information And Arts       25.57         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   |                                      |       |
| 12280 - Phlebotomist       17.14         12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       34.44         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       12320 - Substance Abuse Treatment       25.57         Counselor       21.12         13000 - Information And Arts       25.57         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.15         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   | _                                    |       |
| 12305 - Radiologic Technologist       29.22         12311 - Registered Nurse I       23.27         12312 - Registered Nurse III       28.46         12313 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       7         13000 - Substance Abuse Treatment       25.57         Counselor       21.12         13010 - Information And Arts       21.12         0ccupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   |                                      |       |
| 12311 - Registered Nurse I       23.27         12312 - Registered Nurse II       28.46         12313 - Registered Nurse II       28.46         Specialist       28.46         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       22.90         12320 - Substance Abuse Treatment       25.57         Counselor       21.12         13000 - Information And Arts       21.12         0ccupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.15         13013 - Exhibits Specialist III       26.15         13041 - Illustrator I       21.12         13042 - Illustrator II       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   |                                      |       |
| 12312 - Registered Nurse II       28.46         12313 - Registered Nurse II       28.46         Specialist       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       21.12         13000 - Information And Arts       25.57         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  |                                      |       |
| 12313 - Registered Nurse II       28.46         Specialist       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       34.44         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       22.90         12320 - Substance Abuse Treatment       25.57         Counselor       21.12         13000 - Information And Arts       26.15         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15         Technology Systems       26.15  | -                                    |       |
| Specialist       34.44         12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       41.27         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       25.57         Counselor       25.57         13000 - Information And Arts       25.57         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   | -                                    |       |
| 12314 - Registered Nurse III       34.44         12315 - Registered Nurse III       34.44         Anesthetist       41.27         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       22.90         12320 - Substance Abuse Treatment       25.57         Counselor       25.57         13000 - Information And Arts       25.57         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15         Technology Systems       26.15   | -                                    | 28.46 |
| 12315 - Registered Nurse III34.44Anesthetist41.2712316 - Registered Nurse IV41.2712317 - Scheduler (Drug and Alcohol22.90Testing)22.9012320 - Substance Abuse Treatment25.57Counselor25.5713000 - Information And Arts<br>Occupations21.1213011 - Exhibits Specialist I21.1213012 - Exhibits Specialist III26.1513013 - Exhibits Specialist III31.9913041 - Illustrator I21.1213042 - Illustrator III31.9913047 - Librarian28.9713050 - Library Aide/Clerk14.6013054 - Library Information26.15Technology Systems26.15  | -                                    |       |
| Anesthetist       41.27         12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       25.57         12320 - Substance Abuse Treatment       25.57         Counselor       25.57         13000 - Information And Arts       25.57         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.15         13013 - Exhibits Specialist III       21.12         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  | -                                    |       |
| 12316 - Registered Nurse IV       41.27         12317 - Scheduler (Drug and Alcohol       22.90         Testing)       22.90         12320 - Substance Abuse Treatment       25.57         Counselor       25.57         13000 - Information And Arts       20.00         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.15         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  | -                                    | 34.44 |
| 12317 - Scheduler (Drug and Alcohol22.90Testing)25.5712320 - Substance Abuse Treatment25.57Counselor13000 - Information And ArtsOccupations21.1213011 - Exhibits Specialist I21.1213012 - Exhibits Specialist III26.1513013 - Exhibits Specialist III31.9913041 - Illustrator I21.1213042 - Illustrator III31.9913043 - Illustrator III31.9913050 - Library Aide/Clerk14.6013054 - Library Information26.15Technology Systems1000000000000000000000000000000000000  |                                      |       |
| Testing)       25.57         12320 - Substance Abuse Treatment       25.57         Counselor       13000 - Information And Arts         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       31.99         13043 - Illustrator III       31.99         13050 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15   | -                                    |       |
| 12320 - Substance Abuse Treatment25.57Counselor13000 - Information And Arts<br>Occupations21.1213011 - Exhibits Specialist I21.1213012 - Exhibits Specialist II26.1513013 - Exhibits Specialist III31.9913041 - Illustrator I21.1213042 - Illustrator III31.9913047 - Librarian28.9713050 - Library Aide/Clerk14.6013054 - Library Information26.15   | _                                    | 22.90 |
| Counselor13000 - Information And Arts<br>Occupations13011 - Exhibits Specialist I13012 - Exhibits Specialist II13013 - Exhibits Specialist III13041 - Illustrator I13042 - Illustrator III13043 - Illustrator III31.9913047 - Librarian28.9713050 - Library Aide/Clerk13054 - Library Information26.15Technology Systems  |                                      |       |
| 13000 - Information And Arts<br>Occupations21.1213011 - Exhibits Specialist I21.1213012 - Exhibits Specialist II26.1513013 - Exhibits Specialist III31.9913041 - Illustrator I21.1213042 - Illustrator III26.1513043 - Illustrator III31.9913047 - Librarian28.9713050 - Library Aide/Clerk14.6013054 - Library Information26.15Technology Systems1000000000000000000000000000000000000   |                                      | 25.57 |
| Occupations       21.12         13011 - Exhibits Specialist I       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       26.15         13043 - Illustrator III       26.15         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  |                                      |       |
| 13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator II       26.15         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  |                                      |       |
| 13012 - Exhibits Specialist II       26.15         13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator II       26.15         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  |                                      |       |
| 13013 - Exhibits Specialist III       31.99         13041 - Illustrator I       21.12         13042 - Illustrator III       26.15         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15  | -                                    |       |
| 13041 - Illustrator I       21.12         13042 - Illustrator II       26.15         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15         Technology Systems       26.15  | 13012 - Exhibits Specialist II       | 26.15 |
| 13042 - Illustrator II       26.15         13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15         Technology Systems       26.15  | 13013 - Exhibits Specialist III      | 31.99 |
| 13043 - Illustrator III       31.99         13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15         Technology Systems       7   |                                      |       |
| 13047 - Librarian       28.97         13050 - Library Aide/Clerk       14.60         13054 - Library Information       26.15         Technology Systems       7   | 13042 - Illustrator II               | 26.15 |
| 13050 - Library Aide/Clerk14.6013054 - Library Information26.15Technology Systems14.60  | 13043 - Illustrator III              | 31.99 |
| 13054 - Library Information26.15Technology Systems26.15   | 13047 - Librarian                    | 28.97 |
| Technology Systems  | 13050 - Library Aide/Clerk           | 14.60 |
| Technology Systems  |                                      | 26.15 |
|   | -                                    |       |
|   | Administrator                        |       |

| 13058 - Library Technician                     | 12.91 |
|--|-------|
| 13061 - Media Specialist I                     | 18.87 |
| 13062 - Media Specialist II                    | 21.12 |
| 13063 - Media Specialist III                   | 23.54 |
| 13071 - Photographer I                         | 18.87 |
| 13072 - Photographer II                        | 21.12 |
| 13073 - Photographer III                       | 26.15 |
| 13074 - Photographer IV                        | 31.99 |
| 13075 - Photographer V                         | 38.71 |
| 13090 - Technical Order Library                | 18.34 |
| Clerk  |       |
| 13110 - Video Teleconference                   | 19.33 |
| Technician                                     |       |
| 14000 - Information Technology                 |       |
| Occupations                                    |       |
| 14041 - Computer Operator I                    | 16.25 |
| 14042 - Computer Operator II                   | 18.17 |
| 14042 - Computer Operator III                  | 20.27 |
|  | 25.99 |
| 14044 - Computer Operator IV                   | 30.38 |
| 14045 - Computer Operator V                    |       |
| 14071 - Computer Programmer I (see 1)          | 20.57 |
| 14072 - Computer Programmer II (see 1)         | 24.53 |
| <b>14073 - Computer Programmer III</b> (see 1) |       |
| <b>14074 - Computer Programmer IV</b> (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                   | 16.25 |
| Operator                                       |       |
| 14160 - Personal Computer Support              | 26.46 |
| Technician                                     |       |
| 14170 - System Support Specialist              | 31.47 |
| 15000 - Instructional Occupations              |       |
| 15010 - Aircrew Training Devices               | 31.00 |
| Instructor (Non-Rated)                         |       |
| 15020 - Aircrew Training Devices               | 37.51 |
| Instructor (Rated)                             |       |
| 15030 - Air Crew Training Devices              | 44.95 |
| Instructor (Pilot)                             | 11.55 |
| 15050 - Computer Based Training                | 31.00 |
|  | 51.00 |
| Specialist / Instructor                        | 20 E0 |
| 15060 - Educational Technologist               | 28.58 |
| 15070 - Flight Instructor (Pilot)              | 44.95 |
| 15080 - Graphic Artist                         | 22.64 |
| 15085 - Maintenance Test Pilot Fixed           | 44.95 |
| Jet/Prop                                       |       |
| 15086 - Maintenance Test Pilot                 | 44.95 |
| Rotary Wing                                    |       |

| 15088 - Non-Maintenance Test/Co-       | 44.95 |
|--|-------|
| Pilot                                  | 44.95 |
| 15090 - Technical Instructor           | 20.80 |
| 15090 - Technical Instructor/Course    | 20.80 |
| Developer                              | 23.45 |
| 15110 - Test Proctor                   | 16.80 |
| 15110 - Tutor                          | 16.80 |
| 16000 - Laundry Dry-Cleaning Pressing  | 10.00 |
| And Related Occupations                |       |
| 16010 - Assembler                      | 13.67 |
| 16030 - Counter Attendant              | 13.67 |
| 16040 - Dry Cleaner                    | 15.62 |
| 16070 - Finisher Flatwork Machine      | 13.67 |
| 16090 - Presser Hand                   | 13.67 |
| 16110 - Presser Machine Drycleaning    | 13.67 |
| 16130 - Presser Machine Shirts         | 13.67 |
| 16160 - Presser Machine Wearing        | 13.67 |
| Apparel Laundry                        | 13.07 |
| 16190 - Sewing Machine Operator        | 16.27 |
| 16220 - Tailor                         | 16.92 |
| 16250 - Washer Machine                 | 14.32 |
| 19000 - Machine Tool Operation And     | 14.52 |
| Repair Occupations                     |       |
| 19010 - Machine-Tool Operator (Tool    | 24.27 |
| Room)                                  | 21.21 |
| 19040 - Tool And Die Maker             | 28.34 |
| 21000 - Materials Handling And Packing | 20.01 |
| Occupations                            |       |
| 21020 - Forklift Operator              | 20.15 |
| 21030 - Material Coordinator           | 22.40 |
| 21040 - Material Expediter             | 22.40 |
| 21050 - Material Handling Laborer      | 16.53 |
| 21071 - Order Filler                   | 12.97 |
| 21080 - Production Line Worker (Food   | 20.15 |
| Processing)                            |       |
| 21110 - Shipping Packer                | 17.12 |
| 21130 - Shipping/Receiving Clerk       | 17.12 |
| 21140 - Store Worker I                 | 14.37 |
| 21150 - Stock Clerk                    | 18.79 |
| 21210 - Tools And Parts Attendant      | 20.15 |
| 21410 - Warehouse Specialist           | 20.15 |
| 23000 - Mechanics And Maintenance And  |       |
| Repair Occupations                     |       |
| 23010 - Aerospace Structural Welder    | 26.71 |
| 23019 - Aircraft Logs and Records      | 21.88 |
| Technician                             |       |
| 23021 - Aircraft Mechanic I            | 25.70 |
| 23022 - Aircraft Mechanic II           | 26.71 |
| 23023 - Aircraft Mechanic III          | 27.73 |
|  |       |

| 23040 - Aircraft Mechanic Helper     | 19.22 |
|--------------------------------------|-------|
| 23050 - Aircraft Painter             | 24.48 |
| 23060 - Aircraft Servicer            | 21.88 |
| 23070 - Aircraft Survival Flight     | 24.48 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 23.17 |
| 23091 - Aircrew Life Support         | 23.17 |
| Equipment (ALSE) Mechanic            |       |
| I                                    |       |
| 23092 - Aircrew Life Support         | 25.70 |
| Equipment (ALSE) Mechanic            | 20.10 |
|                                      |       |
| 23110 - Appliance Mechanic           | 24.48 |
|                                      | 24.40 |
| 23120 - Bicycle Repairer             |       |
| 23125 - Cable Splicer                | 39.13 |
| 23130 - Carpenter Maintenance        | 23.64 |
| 23140 - Carpet Layer                 | 23.17 |
| 23160 - Electrician Maintenance      | 29.09 |
| 23181 - Electronics Technician       | 23.17 |
| Maintenance I                        |       |
| 23182 - Electronics Technician       | 24.48 |
| Maintenance II                       |       |
| 23183 - Electronics Technician       | 25.70 |
| Maintenance III                      |       |
| 23260 - Fabric Worker                | 21.88 |
| 23290 - Fire Alarm System Mechanic   | 25.70 |
| 23310 - Fire Extinguisher Repairer   | 20.62 |
| 23311 - Fuel Distribution System     | 37.42 |
| Mechanic                             |       |
| 23312 - Fuel Distribution System     | 30.93 |
| Operator                             |       |
| 23370 - General Maintenance Worker   | 19.59 |
| 23380 - Ground Support Equipment     | 25.70 |
| Mechanic                             |       |
| 23381 - Ground Support Equipment     | 21.88 |
| Servicer                             |       |
| 23382 - Ground Support Equipment     | 23.17 |
| Worker                               | 20.17 |
| 23391 - Gunsmith I                   | 20.62 |
| 23392 - Gunsmith II                  | 23.17 |
| 23393 - Gunsmith III                 | 25.70 |
| 23410 - Heating Ventilation And Air- | 24.01 |
| Conditioning                         | 27.01 |
| Mechanic                             |       |
|                                      | 21 00 |
| 23411 - Heating Ventilation And Air  | 24.96 |
| Contidioning                         |       |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 22.09 |
| 23440 - Heavy Equipment Operator     | 26.32 |

| 23460 -   | Instrument Mechanic                                 | 25.70              |
|-----------|---|--------------------|
| 23465 -   | Laboratory/Shelter Mechanic                         | 24.48              |
|           | Laborer   | 16.53              |
|           | Locksmith   | 24.48              |
|           | Machinery Maintenance                               | 24.18              |
| Mechanic  |   |                    |
| 23550 -   | Machinist Maintenance                               | 21.30              |
|           | Maintenance Trades Helper                           | 18.30              |
|           | Metrology Technician I                              | 25.70              |
|           | Metrology Technician II                             | 26.71              |
|           | Metrology Technician III                            | 27.73              |
|           | Millwright  | 27.71              |
|           | Office Appliance Repairer                           | 24.48              |
|           | Painter Maintenance                                 | 21.90              |
|           | Pipefitter Maintenance                              | 33.24              |
|           | Plumber Maintenance                                 | 30.57              |
|           | Pneudraulic Systems Mechanic                        | 25.70              |
| 23850 -   |   | 25.70              |
|           | Scale Mechanic                                      | 23.17              |
|           | Sheet-Metal Worker                                  | 24.94              |
| Maintenan |   |                    |
|           | Small Engine Mechanic                               | 19.26              |
|           | Telecommunications Mechanic                         | 27.41              |
| I         |   | <b>U</b> / • • • • |
| —         | Telecommunications Mechanic                         | 28.49              |
| II        |   | 20.15              |
|           | Telephone Lineman                                   | 34.46              |
|           | Welder Combination                                  | 21.90              |
| Maintenan |   |                    |
|           | Well Driller  | 25.70              |
|           | Woodcraft Worker                                    | 25.70              |
|           | Woodworker  | 20.62              |
|           | ersonal Needs Occupations                           |                    |
|           | Case Manager  | 16.85              |
|           | Child Care Attendant                                | 12.88              |
| 24580 -   | Child Care Center Clerk                             | 16.05              |
| 24610 -   | Chore Aide  | 13.96              |
| 24620 -   | Family Readiness And Support                        | 16.85              |
| Services  |   |                    |
| Coordin   | ator  |                    |
| 24630 -   | Homemaker   | 16.85              |
| 25000 - P | lant And System Operations                          |                    |
| Occupatio |   |                    |
| 25010 -   | Boiler Tender                                       | 27.11              |
| 25040 -   | Sewage Plant Operator                               | 22.29              |
|           |   |                    |
| 23070 -   | Stationary Engineer                                 | 27.11              |
|           | Stationary Engineer<br>Ventilation Equipment Tender | 27.11 20.29        |
| 25190 -   |   |                    |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 19.62 |
| 27007 - Baggage Inspector              |      |    | 16.69 |
| 27008 - Corrections Officer            |      |    | 31.99 |
| 27010 - Court Security Officer         |      |    | 29.28 |
| 27030 - Detection Dog Handler          |      |    | 18.66 |
| 27040 - Detention Officer              |      |    | 31.99 |
| 27070 - Firefighter                    |      |    | 26.57 |
| 27101 - Guard I                        |      |    | 16.69 |
| 27102 - Guard II                       |      |    | 18.66 |
| 27131 - Police Officer I               |      |    | 27.77 |
| 27132 - Police Officer II              |      |    | 30.86 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 15.85 |
| 28042 - Carnival Equipment Repairer    |      |    | 17.00 |
| 28043 - Carnival Worker                |      |    | 12.39 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 15.69 |
| 28310 - Lifeguard                      |      |    | 12.52 |
| 28350 - Park Attendant (Aide)          |      |    | 17.54 |
| 28510 - Recreation Aide/Health         |      |    | 12.80 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 21.73 |
| 28630 - Sports Official                |      |    | 13.97 |
| 28690 - Swimming Pool Operator         |      |    | 19.11 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 24.08 |
| 29020 - Hatch Tender                   |      |    | 24.08 |
| 29030 - Line Handler                   |      |    | 24.08 |
| 29041 - Stevedore I                    |      |    | 21.72 |
| 29042 - Stevedore II                   |      |    | 24.98 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.96 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 28.25 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 31.10 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 17.58 |
| 30022 - Archeological Technician II    |      |    | 19.67 |
| 30023 - Archeological Technician III   |      |    | 24.36 |
| 30030 - Cartographic Technician        |      |    | 24.36 |
| 30040 - Civil Engineering Technician   |      |    | 24.36 |
| 30051 - Cryogenic Technician I         |      |    | 25.74 |
| 30052 - Cryogenic Technician II        |      |    | 28.42 |
| 30061 - Drafter/CAD Operator I         |      |    | 17.58 |
| 30062 - Drafter/CAD Operator II        |      |    | 19.67 |
| 30063 - Drafter/CAD Operator III       |      |    | 21.92 |
| 30064 - Drafter/CAD Operator IV        |      |    | 26.98 |
| · •                                    |      |    |       |

| 20001 Engineering Machaining T                   | 1 ( ) 0        |
|--|----------------|
| 30081 - Engineering Technician I                 | 16.20          |
| 30082 - Engineering Technician II                | 18.18<br>20.35 |
| 30083 - Engineering Technician III               |                |
| 30084 - Engineering Technician IV                | 25.21          |
| 30085 - Engineering Technician V                 | 30.83          |
| 30086 - Engineering Technician VI                | 37.30          |
| 30090 - Environmental Technician                 | 23.80          |
| 30095 - Evidence Control Specialist              | 23.24          |
| 30210 - Laboratory Technician                    | 19.80          |
| 30221 - Latent Fingerprint<br>Technician I       | 25.74          |
|  | 28.42          |
| 30222 - Latent Fingerprint<br>Technician II      | 20.42          |
| 30240 - Mathematical Technician                  |                |
|  | 24.36          |
| 30361 - Paralegal/Legal Assistant I              | 18.71          |
| 30362 - Paralegal/Legal Assistant II             | 23.18          |
| 30363 - Paralegal/Legal Assistant                | 28.35          |
|  | 24.20          |
| 30364 - Paralegal/Legal Assistant IV             | 34.30          |
| 30375 - Petroleum Supply Specialist              | 28.42          |
| 30390 - Photo-Optics Technician                  | 24.36          |
| 30395 - Radiation Control Technician             | 28.42          |
| 30461 - Technical Writer I                       | 24.36          |
| 30462 - Technical Writer II                      | 29.80          |
| 30463 - Technical Writer III                     | 36.05          |
| 30491 - Unexploded Ordnance (UXO)                | 26.03          |
| Technician I                                     | 21 40          |
| 30492 - Unexploded Ordnance (UXO)                | 31.49          |
| Technician II                                    |                |
| 30493 - Unexploded Ordnance (UXO)                | 37.75          |
| Technician III                                   |                |
| 30494 - Unexploded (UXO) Safety                  | 26.03          |
| Escort   | 06.00          |
| 30495 - Unexploded (UXO) Sweep                   | 26.03          |
| Personnel  |                |
| 30501 - Weather Forecaster I                     | 26.98          |
| 30502 - Weather Forecaster II                    | 32.82          |
| <b>30620 - Weather Observer Combined</b> (see 2) | 21.92          |
| Upper Air Or                                     |                |
| Surface Programs                                 |                |
| <b>30621 - Weather Observer Senior</b> (see 2)   | 24.36          |
| 31000 - Transportation/Mobile                    |                |
| Equipment Operation Occupations                  | 21 40          |
| 31010 - Airplane Pilot                           | 31.49          |
| 31020 - Bus Aide                                 | 14.55          |
| 31030 - Bus Driver                               | 19.36          |
| 31043 - Driver Courier                           | 14.84          |
| 31260 - Parking and Lot Attendant                | 12.84          |
| 31290 - Shuttle Bus Driver                       | 15.90          |

| 31310 - Taxi Driver                 | 14.79 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 15.91 |
| 31362 - Truckdriver Medium          | 17.61 |
| 31363 - Truckdriver Heavy           | 21.32 |
| 31364 - Truckdriver Tractor-Trailer | 21.32 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.35 |
| 99030 - Cashier                     | 12.26 |
| 99050 - Desk Clerk                  | 13.86 |
| 99095 - Embalmer                    | 27.42 |
| 99130 - Flight Follower             | 26.03 |
| 99251 - Laboratory Animal Caretaker | 17.85 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 19.14 |
| II                                  |       |
| 99260 - Marketing Analyst           | 24.64 |
| 99310 - Mortician                   | 27.42 |
| 99410 - Pest Controller             | 23.06 |
| 99510 - Photofinishing Worker       | 13.68 |
| 99710 - Recycling Laborer           | 20.43 |
| 99711 - Recycling Specialist        | 23.89 |
| 99730 - Refuse Collector            | 18.68 |
| 99810 - Sales Clerk                 | 13.45 |
| 99820 - School Crossing Guard       | 12.41 |
| 99830 - Survey Party Chief          | 23.54 |
| 99831 - Surveying Aide              | 14.80 |
| 99832 - Surveying Technician        | 20.25 |
| 99840 - Vending Machine Attendant   | 20.26 |
| 99841 - Vending Machine Repairer    | 23.66 |
| 99842 - Vending Machine Repairer    | 20.26 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4173

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 17 Date Of Last Revision: 12/27/2021

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

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

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

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

State: New York

Area: New York Counties of Columbia Greene

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 15.13 |
| 01012 - Accounting Clerk II        |          | 17.00 |
| 01013 - Accounting Clerk III       |          | 19.01 |
| 01020 - Administrative Assistant   |          | 31.02 |
| 01035 - Court Reporter             |          | 24.28 |
| 01041 - Customer Service           |          | 13.58 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 14.81 |
| Representative II                  |          |       |

| 01043 - Customer Service               | 16.64    |
|--|----------|
| Representative III                     |          |
| 01051 - Data Entry Operator I          | 15.47    |
| 01052 - Data Entry Operator II         | 16.94    |
| 01060 - Dispatcher Motor Vehicle       | 22.72    |
| 01070 - Document Preparation Clerk     | 15.13    |
| 01090 - Duplicating Machine Operator   | 15.13    |
| 01111 - General Clerk I                | 13.76    |
| 01112 - General Clerk II               | 15.02    |
| 01113 - General Clerk III              | 16.87    |
| 01120 - Housing Referral Assistant     | 20.73    |
| 01141 - Messenger Courier              | 14.69    |
| 01191 - Order Clerk I                  | 14.45    |
| 01192 - Order Clerk II                 | 15.77    |
| 01261 - Personnel Assistant            | 16.98    |
| (Employment) I                         |          |
| 01262 - Personnel Assistant            | 19.01    |
| (Employment) II                        |          |
| 01263 - Personnel Assistant            | 21.19    |
| (Employment) III                       |          |
| 01270 - Production Control Clerk       | 23.53    |
| 01290 - Rental Clerk                   | 15.26    |
| 01300 - Scheduler Maintenance          | 16.63    |
| 01311 - Secretary I                    | 16.63    |
| 01312 - Secretary II                   | 18.60    |
| 01313 - Secretary III                  | 20.73    |
| 01320 - Service Order Dispatcher       | 21.04    |
| 01410 - Supply Technician              | 31.02    |
| 01420 - Survey Worker                  | 17.41    |
| 01460 - Switchboard                    | 15.09    |
| Operator/Receptionist                  |          |
| 01531 - Travel Clerk I                 | 12.37    |
| 01532 - Travel Clerk II                | 13.31    |
| 01533 - Travel Clerk III               | 14.27    |
| 01611 - Word Processor I               | 14.98    |
| 01612 - Word Processor II              | 16.82    |
| 01613 - Word Processor III             | 18.81    |
| 05000 - Automotive Service Occupations |          |
| 05005 - Automobile Body Repairer       | 21.94    |
| Fiberglass                             |          |
| 05010 - Automotive Electricia          | an 19.62 |
| 05040 - Automotive Glass Installer     | 18.56    |
| 05070 - Automotive Worker              | 18.56    |
| 05110 - Mobile Equipment Servicer      | 16.65    |
| 05130 - Motor Equipment Metal          | 20.68    |
| Mechanic                               |          |
| 05160 - Motor Equipment Metal Worker   | 18.56    |
| 05190 - Motor Vehicle Mechanic         | 21.37    |

| 05220 - Motor Vehicle Mechanic       | 15.35   |
|--------------------------------------|---------|
| Helper                               | 1       |
| 05250 - Motor Vehicle Upholstery     | 17.75   |
| Worker                               | 10 50   |
| 05280 - Motor Vehicle Wrecker        | 18.56   |
| 05310 - Painter Automotive           | 19.83   |
| 05340 - Radiator Repair Specialist   | 18.56   |
| 05370 - Tire Repairer                | 16.10   |
| 05400 - Transmission Repair          | 20.68   |
| Specialist                           |         |
| 07000 - Food Preparation And Service |         |
| Occupations                          | 1 4 0 0 |
| 07010 - Baker                        | 14.92   |
| 07041 - Cook I                       | 15.60   |
| 07042 - Cook II                      | 17.86   |
| 07070 - Dishwasher                   | 12.58   |
| 07130 - Food Service Worker          | 12.50   |
| 07210 - Meat Cutter                  | 20.22   |
| 07260 - Waiter/Waitress              | 13.66   |
| 09000 - Furniture Maintenance And    |         |
| Repair Occupations                   |         |
| 09010 - Electrostatic Spray Painter  | 22.04   |
| 09040 - Furniture Handler            | 14.82   |
| 09080 - Furniture Refinisher         | 22.04   |
| 09090 - Furniture Refinisher Helper  | 17.61   |
| 09110 - Furniture Repairer Minor     | 20.01   |
| 09130 - Upholsterer                  | 22.04   |
| 11000 - General Services And Support |         |
| Occupations                          |         |
| 11030 - Cleaner Vehicles             | 13.09   |
| 11060 - Elevator Operator            | 13.44   |
| 11090 - Gardener                     | 20.11   |
| 11122 - Housekeeping Aide            | 13.78   |
| 11150 - Janitor                      | 13.78   |
| 11210 - Laborer Grounds Maintenance  | 15.44   |
| 11240 - Maid or Houseman             | 14.11   |
| 11260 - Pruner                       | 13.90   |
| 11270 - Tractor Operator             | 18.59   |
| 11330 - Trail Maintenance Worker     | 15.44   |
| 11360 - Window Cleaner               | 15.37   |
| 12000 - Health Occupations           |         |
| 12010 - Ambulance Driver             | 18.47   |
| 12011 - Breath Alcohol Technician    | 20.21   |
| 12012 - Certified Occupational       | 28.65   |
| Therapist Assistant                  |         |
| 12015 - Certified Physical Therapist | 24.98   |
| Assistant                            |         |
| 12020 - Dental Assistant             | 21.22   |
| 12025 - Dental Hygienist             | 43.63   |

| 12030 - EKG Technician  | 32.87 |
|---|-------|
| 12035 - Electroneurodiagnostic                                | 32.87 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                          | 18.47 |
| 12071 - Licensed Practical Nurse I                            | 18.08 |
| 12072 - Licensed Practical Nurse II                           | 20.21 |
| 12073 - Licensed Practical Nurse III                          | 22.53 |
| 12100 - Medical Assistant                                     | 15.94 |
| 12130 - Medical Laboratory                                    | 26.29 |
| Technician  |       |
| 12160 - Medical Record Clerk                                  | 17.94 |
| 12190 - Medical Record Technician                             | 23.30 |
| 12195 - Medical Transcriptionist                              | 18.08 |
| 12210 - Nuclear Medicine                                      | 44.42 |
| Technologist  | 11.12 |
| 12221 - Nursing Assistant I                                   | 12.35 |
| 12222 - Nursing Assistant II                                  | 13.87 |
| 12223 - Nursing Assistant II<br>12223 - Nursing Assistant III | 15.14 |
| 12223 - Nursing Assistant III<br>12224 - Nursing Assistant IV | 17.01 |
| -   |       |
| 12235 - Optical Dispenser                                     | 24.28 |
| 12236 - Optical Technician                                    | 18.08 |
| 12250 - Pharmacy Technician                                   | 16.10 |
| 12280 - Phlebotomist  | 16.86 |
| 12305 - Radiologic Technologist                               | 29.65 |
| 12311 - Registered Nurse I                                    | 22.63 |
| 12312 - Registered Nurse II                                   | 27.69 |
| 12313 - Registered Nurse II                                   | 27.69 |
| Specialist  |       |
| 12314 - Registered Nurse III                                  | 33.50 |
| 12315 - Registered Nurse III                                  | 33.50 |
| Anesthetist   |       |
| 12316 - Registered Nurse IV                                   | 40.15 |
| 12317 - Scheduler (Drug and Alcohol                           | 25.03 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment                             | 21.97 |
| Counselor   |       |
| 13000 - Information And Arts                                  |       |
| Occupations   |       |
| 13011 - Exhibits Specialist I                                 | 20.39 |
| 13012 - Exhibits Specialist II                                | 25.27 |
| 13013 - Exhibits Specialist III                               | 30.91 |
| 13041 - Illustrator I   | 21.59 |
| 13042 - Illustrator II  | 26.76 |
| 13043 - Illustrator III                                       | 33.49 |
| 13047 - Librarian   | 29.12 |
| 13050 - Library Aide/Clerk                                    | 13.13 |
| 13054 - Library Information                                   | 23.85 |
| Technology Systems  |       |
| Administrator   |       |
|   |       |

|   | 10 45 |
|---|-------|
| 13058 - Library Technician  | 18.45 |
| 13061 - Media Specialist I  | 17.67 |
| 13062 - Media Specialist II                                       | 19.76 |
| 13063 - Media Specialist III                                      | 22.03 |
| 13071 - Photographer I  | 16.84 |
| 13072 - Photographer II   | 20.38 |
| 13073 - Photographer III  | 25.24 |
| 13074 - Photographer IV   | 31.60 |
| 13075 - Photographer V  | 36.65 |
| 13090 - Technical Order Library                                   | 16.77 |
| Clerk   | 10.11 |
| 13110 - Video Teleconference                                      | 21.42 |
|   | 21.42 |
| Technician  |       |
| 14000 - Information Technology                                    |       |
| Occupations   |       |
| 14041 - Computer Operator I                                       | 17.20 |
| 14042 - Computer Operator II                                      | 19.24 |
| 14043 - Computer Operator III                                     | 21.67 |
| 14044 - Computer Operator IV                                      | 24.08 |
| 14045 - Computer Operator V                                       | 26.67 |
| 14071 - Computer Programmer I (see                                |       |
| 14072 - Computer Programmer II (see                               | ,     |
| 14072Computer Programmer II(See14073- 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                         | 1)    |
| 14150 - Peripheral Equipment                                      | 17.20 |
| Operator  |       |
| 14160 - Personal Computer Support                                 | 24.08 |
| Technician  |       |
| 14170 - System Support Specialist                                 | 27.94 |
| 15000 - Instructional Occupations                                 |       |
| 15010 - Aircrew Training Devices                                  | 30.50 |
| Instructor (Non-Rated)  | 00.00 |
|   | 35.73 |
| 15020 - Aircrew Training Devices                                  | 55.75 |
| Instructor (Rated)  | 10.00 |
| 15030 - Air Crew Training Devices                                 | 42.82 |
| Instructor (Pilot)  |       |
| 15050 - Computer Based Training                                   | 30.50 |
| Specialist / Instructor   |       |
| 15060 - Educational Technologist                                  | 32.30 |
| 15070 - Flight Instructor (Pilot)                                 | 42.82 |
| 15080 - Graphic Artist  | 23.72 |
| 15085 - Maintenance Test Pilot Fixed                              | 42.82 |
| Jet/Prop  | 12.02 |
| 15086 - Maintenance Test Pilot                                    | 42.82 |
| Rotary Wing   | 72.02 |
| RULALY WING   |       |

| 15088 - Non-Maintenance Test/Co-                             | 42.82          |
|--|----------------|
| Pilot  |                |
| 15090 - Technical Instructor                                 | 20.77          |
| 15095 - Technical Instructor/Course                          | 25.41          |
| Developer  |                |
| 15110 - Test Proctor   | 16.77          |
| 15120 - Tutor  | 16.77          |
| 16000 - Laundry Dry-Cleaning Pressing                        |                |
| And Related Occupations                                      |                |
| 16010 - Assembler  | 13.67          |
| 16030 - Counter Attendant                                    | 13.67          |
| 16040 - Dry Cleaner  | 15.62          |
| 16070 - Finisher Flatwork Machine                            | 13.67          |
| 16090 - Presser Hand   | 13.67          |
| 16110 - Presser Machine Drycleaning                          | 13.67          |
| 16130 - Presser Machine Shirts                               | 13.67          |
| 16160 - Presser Machine Wearing                              | 13.67          |
| Apparel Laundry  |                |
| 16190 - Sewing Machine Operator                              | 16.27          |
| 16220 - Tailor   | 16.92          |
| 16250 - Washer Machine                                       | 14.32          |
| 19000 - Machine Tool Operation And                           |                |
| Repair Occupations   |                |
| 19010 - Machine-Tool Operator (Tool                          | 23.44          |
| Room)  |                |
| 19040 - Tool And Die Maker                                   | 27.34          |
| 21000 - Materials Handling And Packing                       | 2,.01          |
| Occupations  |                |
| 21020 - Forklift Operator                                    | 19.05          |
| 21030 - Material Coordinator                                 | 22.79          |
| 21040 - Material Expediter                                   | 22.79          |
| 21050 - Material Handling Laborer                            | 16.05          |
| 21070 - Order Filler   | 14.99          |
| 21071 - Order Filler<br>21080 - Production Line Worker (Food | 19.05          |
| Processing)  | 19.05          |
| 21110 - Shipping Packer                                      | 18.12          |
| 21110 - Shipping Facker<br>21130 - Shipping/Receiving Clerk  | 18.12          |
| 21130 - Shipping/Receiving Clerk<br>21140 - Store Worker I   | 13.88          |
| 21140 - Store Worker 1<br>21150 - Stock Clerk                | 19.07          |
| 21150 - Stock Clerk<br>21210 - Tools And Parts Attendant     |                |
|  | 19.05          |
| 21410 - Warehouse Specialist                                 | 19.05          |
| 23000 - Mechanics And Maintenance And                        |                |
| Repair Occupations   |                |
| 23010 - Aerospace Structural Welder                          | 29.55          |
| 23019 - Aircraft Logs and Records                            | 24.10          |
| Technician   | 00 50          |
| 23021 - Aircraft Mechanic I                                  | 28.53          |
| 23022 - Aircraft Mechanic II                                 | ~ ~            |
| 23023 - Aircraft Mechanic III                                | 29.55<br>30.65 |

| 23040 - Aircraft Mechanic Helper   | 20.83 |
|--|-------|
| 23050 - Aircraft Painter   | 27.14 |
| 23060 - Aircraft Servicer  | 24.10 |
| 23070 - Aircraft Survival Flight   | 27.14 |
| Equipment Technician   |       |
| 23080 - Aircraft Worker  | 25.59 |
| 23091 - Aircrew Life Support   | 25.59 |
| Equipment (ALSE) Mechanic  |       |
| I  |       |
| 23092 - Aircrew Life Support   | 28.53 |
| Equipment (ALSE) Mechanic  |       |
| II   |       |
| 23110 - Appliance Mechanic   | 24.88 |
| 23120 - Bicycle Repairer   | 20.66 |
| 23125 - Cable Splicer  | 36.70 |
| 23130 - Carpenter Maintenance  | 23.50 |
| 23140 - Carpet Layer   | 25.50 |
| 23160 - Electrician Maintenance  | 26.59 |
| 23181 - Electronics Technician   | 25.59 |
| Maintenance I  | 23.33 |
| 23182 - Electronics Technician   | 27.14 |
| Maintenance II   | 2/.14 |
| 23183 - Electronics Technician   | 28.53 |
| Maintenance III  | 20.33 |
| 23260 - Fabric Worker  | 24.10 |
|  | 23.25 |
| 23290 - Fire Alarm System Mechanic<br>23310 - Fire Extinguisher Repairer | 22.54 |
| 23310 - File Exclinguisher Repairer<br>23311 - Fuel Distribution System  | 36.87 |
| Mechanic   | 50.07 |
| 23312 - Fuel Distribution System   | 29.48 |
| Operator   | 29.40 |
| 23370 - General Maintenance Worker                                       | 19.38 |
| 23380 - Ground Support Equipment   | 28.53 |
| Mechanic   | 20.33 |
|  | 24.10 |
| 23381 - Ground Support Equipment<br>Servicer                             | 24.10 |
|  | 25.59 |
| 23382 - Ground Support Equipment<br>Worker                               | 25.59 |
| 23391 - Gunsmith I   | 22.18 |
| 23391 - Gunsmith I<br>23392 - Gunsmith II                                | 25.59 |
| 23392 - Gunsmith III   | 23.59 |
|  |       |
| 23410 - Heating Ventilation And Air-<br>Conditioning                     | 21.79 |
| Mechanic   |       |
|  | 22.57 |
| 23411 - Heating Ventilation And Air                                      | 22.37 |
| Contidioning<br>Mechanic (Research Facility)                             |       |
| 23430 - Heavy Equipment Mechanic   | 23.02 |
|  | 23.02 |
| 23440 - Heavy Equipment Operator   | 23.02 |

| 23460 -   | Instrument Mechanic          | 28.61 |
|-----------|------------------------------|-------|
| 23465 -   | Laboratory/Shelter Mechanic  | 27.14 |
|           | Laborer                      | 15.19 |
|           | Locksmith                    | 24.88 |
|           | Machinery Maintenance        | 26.53 |
| Mechanic  |                              |       |
| 23550 -   | Machinist Maintenance        | 21.53 |
|           | Maintenance Trades Helper    | 17.40 |
|           | Metrology Technician I       | 28.61 |
|           | Metrology Technician II      | 29.61 |
|           | Metrology Technician III     | 30.75 |
|           | Millwright                   | 28.53 |
|           | Office Appliance Repairer    | 25.04 |
|           | Painter Maintenance          | 19.76 |
|           | Pipefitter Maintenance       | 27.95 |
|           | Plumber Maintenance          | 25.98 |
|           | Pneudraulic Systems Mechanic | 28.53 |
| 23850 -   |                              | 28.53 |
|           | Scale Mechanic               | 25.59 |
|           | Sheet-Metal Worker           | 28.53 |
| Maintenan |                              | 20.00 |
|           | Small Engine Mechanic        | 19.15 |
|           | Telecommunications Mechanic  | 36.36 |
| I         |                              | 00.00 |
| 23932 -   | Telecommunications Mechanic  | 37.66 |
| II        |                              |       |
| 23950 -   | Telephone Lineman            | 39.39 |
|           | Welder Combination           | 20.60 |
| Maintenan | ce                           |       |
| 23965 -   | Well Driller                 | 26.16 |
| 23970 -   | Woodcraft Worker             | 28.53 |
| 23980 -   | Woodworker                   | 20.94 |
|           | ersonal Needs Occupations    |       |
| 24550 -   | Case Manager                 | 19.02 |
|           | Child Care Attendant         | 13.43 |
| 24580 -   | Child Care Center Clerk      | 16.74 |
| 24610 -   | Chore Aide                   | 15.95 |
| 24620 -   | Family Readiness And Support | 19.02 |
| Services  |                              |       |
| Coordin   | ator                         |       |
| 24630 -   | Homemaker                    | 19.02 |
| 25000 - P | lant And System Operations   |       |
| Occupatio | ns                           |       |
| 25010 -   | Boiler Tender                | 28.19 |
| 25040 -   | Sewage Plant Operator        | 24.01 |
| 25070 -   | Stationary Engineer          | 28.19 |
| 25190 -   | Ventilation Equipment Tender | 20.58 |
| 25210 -   | Water Treatment Plant        | 24.01 |
|           |                              |       |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 23.76 |
| 27007 - Baggage Inspector              |      |    | 16.61 |
| 27008 - Corrections Officer            |      |    | 31.57 |
| 27010 - Court Security Officer         |      |    | 31.63 |
| 27030 - Detection Dog Handler          |      |    | 18.69 |
| 27040 - Detention Officer              |      |    | 31.57 |
| 27070 - Firefighter                    |      |    | 31.69 |
| 27101 - Guard I                        |      |    | 16.61 |
| 27102 - Guard II                       |      |    | 18.69 |
| 27131 - Police Officer I               |      |    | 28.78 |
| 27132 - Police Officer II              |      |    | 31.99 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 16.89 |
| 28042 - Carnival Equipment Repairer    |      |    | 18.27 |
| 28043 - Carnival Worker                |      |    | 12.63 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 16.57 |
| 28310 - Lifeguard                      |      |    | 14.20 |
| 28350 - Park Attendant (Aide)          |      |    | 18.68 |
| 28510 - Recreation Aide/Health         |      |    | 13.63 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 22.38 |
| 28630 - Sports Official                |      |    | 14.87 |
| 28690 - Swimming Pool Operator         |      |    | 20.74 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 25.59 |
| 29020 - Hatch Tender                   |      |    | 25.59 |
| 29030 - Line Handler                   |      |    | 25.59 |
| 29041 - Stevedore I                    |      |    | 24.10 |
| 29042 - Stevedore II                   |      |    | 27.14 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.96 |
| Specialist Center (HFO)                |      |    |       |
| 30011 - Air Traffic Control            | (see | 2) | 28.25 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 31.10 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 19.52 |
| 30022 - Archeological Technician II    |      |    | 21.83 |
| 30023 - Archeological Technician III   |      |    | 27.04 |
| 30030 - Cartographic Technician        |      |    | 27.04 |
| 30040 - Civil Engineering Technician   |      |    | 27.04 |
| 30051 - Cryogenic Technician I         |      |    | 29.95 |
| 30052 - Cryogenic Technician II        |      |    | 33.08 |
| 30061 - Drafter/CAD Operator I         |      |    | 19.52 |
| 30062 - Drafter/CAD Operator II        |      |    | 21.83 |
| 30063 - Drafter/CAD Operator III       |      |    | 24.33 |
| 30064 - Drafter/CAD Operator IV        |      |    | 29.95 |
|  |      |    |       |

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|--|----------------|
| 30081 - Engineering Technician I   | 15.87          |
| 30082 - Engineering Technician II  | 17.81          |
| 30083 - Engineering Technician III   | 19.94          |
| 30084 - Engineering Technician IV  | 24.69          |
| 30085 - Engineering Technician V   | 30.21          |
| 30086 - Engineering Technician VI  | 36.55          |
| 30090 - Environmental Technician   | 27.04          |
| 30095 - Evidence Control Specialist  | 25.56          |
| 30210 - Laboratory Technician  | 24.33          |
| 30221 - Latent Fingerprint<br>Technician I   | 29.95          |
| 30222 - Latent Fingerprint   | 33.08          |
| Technician II  | 33.00          |
| 30240 - Mathematical Technician  | 27.04          |
|  | 27.04          |
| 30361 - Paralegal/Legal Assistant I  |                |
| 30362 - Paralegal/Legal Assistant II   | 23.35          |
| 30363 - Paralegal/Legal Assistant  | 28.56          |
| III  |                |
| 30364 - Paralegal/Legal Assistant IV   | 34.57          |
| 30375 - Petroleum Supply Specialist  | 31.26          |
| 30390 - Photo-Optics Technician<br>30395 - Radiation Control Technician                  | 25.95<br>31.26 |
|  |                |
| 30461 - Technical Writer I<br>30462 - Technical Writer II                                | 25.46          |
| 30462 - Technical Writer II<br>30463 - Technical Writer III                              | 31.15          |
|  | 36.55          |
| 30491 - Unexploded Ordnance (UXO)  | 26.03          |
| Technician I   | 31.49          |
| 30492 - Unexploded Ordnance (UXO)<br>Technician II                                       | 51.49          |
| 30493 - Unexploded Ordnance (UXO)  | 37.75          |
| Technician III   | 57.75          |
| 30494 - Unexploded (UXO) Safety  | 26.03          |
| Escort   | 20.03          |
| 30495 - Unexploded (UXO) Sweep   | 26.03          |
| Personnel  | 20.03          |
| 30501 - Weather Forecaster I   | 29.95          |
| 30502 - Weather Forecaster II  | 36.44          |
| <b>30502 - Weather Forecaster II</b><br><b>30620 - Weather Observer Combined</b> (see 2) | 36.44<br>24.33 |
|  | 24.33          |
| Upper Air Or   |                |
| Surface Programs<br>30621 - Weather Observer Senior (see 2)                              | 27.04          |
| 30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile                      | 27.04          |
| Equipment Operation Occupations  |                |
| 31010 - Airplane Pilot   | 31.49          |
| 31020 - Bus Aide   | 15.49          |
| 31020 - Bus Alde<br>31030 - Bus Driver   | 21.46          |
| 31030 - Bus Driver<br>31043 - Driver Courier   | 21.46          |
|  | 14.33          |
| 31260 - Parking and Lot Attendant  |                |
| 31290 - Shuttle Bus Driver   | 17.55          |

| 31310 - Taxi Driver                 | 15.33 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 17.16 |
| 31362 - Truckdriver Medium          | 18.35 |
| 31363 - Truckdriver Heavy           | 23.39 |
| 31364 - Truckdriver Tractor-Trailer | 23.39 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.35 |
| 99030 - Cashier                     | 12.31 |
| 99050 - Desk Clerk                  | 12.91 |
| 99095 - Embalmer                    | 31.14 |
| 99130 - Flight Follower             | 26.03 |
| 99251 - Laboratory Animal Caretaker | 20.82 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 22.52 |
| II                                  |       |
| 99260 - Marketing Analyst           | 30.60 |
| 99310 - Mortician                   | 31.14 |
| 99410 - Pest Controller             | 22.92 |
| 99510 - Photofinishing Worker       | 13.68 |
| 99710 - Recycling Laborer           | 20.17 |
| 99711 - Recycling Specialist        | 24.24 |
| 99730 - Refuse Collector            | 18.17 |
| 99810 - Sales Clerk                 | 13.70 |
| 99820 - School Crossing Guard       | 16.24 |
| 99830 - Survey Party Chief          | 21.63 |
| 99831 - Surveying Aide              | 12.89 |
| 99832 - Surveying Technician        | 19.67 |
| 99840 - Vending Machine Attendant   | 19.61 |
| 99841 - Vending Machine Repairer    | 23.38 |
| 99842 - Vending Machine Repairer    | 19.61 |
| 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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4175

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 18 WAGE AND HOUR DIVISION Wage Determination No.: 2015-4175 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 York

Area: New York Counties of Delaware Sullivan

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 15.11 |
| 01012 - Accounting Clerk II        |          | 19.61 |
| 01013 - Accounting Clerk III       |          | 21.89 |
| 01020 - Administrative Assistant   |          | 31.02 |
| 01035 - Court Reporter             |          | 23.80 |
| 01041 - Customer Service           |          | 13.58 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 14.81 |
| Representative II                  |          |       |

| 01043 - Customer Service               | 16.64      |
|--|------------|
| Representative III                     |            |
| 01051 - Data Entry Operator I          | 15.53      |
| 01052 - Data Entry Operator II         | 16.94      |
| 01060 - Dispatcher Motor Vehicle       | 24.39      |
| 01070 - Document Preparation Clerk     | 17.59      |
| 01090 - Duplicating Machine Operator   | 17.59      |
| 01111 - General Clerk I                | 14.80      |
| 01112 - General Clerk II               | 17.49      |
| 01113 - General Clerk III              | 18.82      |
| 01120 - Housing Referral Assistant     | 26.92      |
| 01141 - Messenger Courier              | 15.92      |
| 01191 - Order Clerk I                  | 15.71      |
| 01192 - Order Clerk II                 | 17.67      |
| 01261 - Personnel Assistant            | 18.96      |
| (Employment) I                         |            |
| 01262 - Personnel Assistant            | 21.22      |
| (Employment) II                        |            |
| 01263 - Personnel Assistant            | 23.66      |
| (Employment) III                       |            |
| 01270 - Production Control Clerk       | 23.51      |
| 01290 - Rental Clerk                   | 18.04      |
| 01300 - Scheduler Maintenance          | 21.57      |
| 01311 - Secretary I                    | 21.57      |
| 01312 - Secretary II                   | 24.14      |
| 01313 - Secretary III                  | 26.92      |
| 01320 - Service Order Dispatcher       | 21.75      |
| 01410 - Supply Technician              | 31.02      |
| 01420 - Survey Worker                  | 21.64      |
| 01460 - Switchboard                    | 15.67      |
| Operator/Receptionist                  |            |
| 01531 - Travel Clerk I                 | 12.64      |
| 01532 - Travel Clerk II                | 13.36      |
| 01533 - Travel Clerk III               | 14.10      |
| 01611 - Word Processor I               | 17.62      |
| 01612 - Word Processor II              | 19.79      |
| 01613 - Word Processor III             | 22.13      |
| 05000 - Automotive Service Occupations |            |
| 05005 - Automobile Body Repairer       | 23.85      |
| Fiberglass                             |            |
|  | cian 26.09 |
| 05040 - Automotive Glass Installer     | 24.15      |
| 05070 - Automotive Worker              | 24.15      |
| 05110 - Mobile Equipment Servicer      | 20.57      |
| 05130 - Motor Equipment Metal          | 26.94      |
| Mechanic                               |            |
| 05160 - Motor Equipment Metal Worker   | 24.15      |
| 05190 - Motor Vehicle Mechanic         | 26.94      |

| 05220 - Motor Vehicle Mechanic       | 19.94  |
|--------------------------------------|--------|
| Helper                               | 01 05  |
| 05250 - Motor Vehicle Upholstery     | 21.07  |
| Worker                               | 04 15  |
| 05280 - Motor Vehicle Wrecker        | 24.15  |
| 05310 - Painter Automotive           | 25.66  |
| 05340 - Radiator Repair Specialist   | 24.15  |
| 05370 - Tire Repairer                | 13.81  |
| 05400 - Transmission Repair          | 26.94  |
| Specialist                           |        |
| 07000 - Food Preparation And Service |        |
| Occupations                          | 1 - 40 |
| 07010 - Baker                        | 15.40  |
| 07041 - Cook I                       | 15.35  |
| 07042 - Cook II                      | 17.43  |
| 07070 - Dishwasher                   | 12.58  |
| 07130 - Food Service Worker          | 12.50  |
| 07210 - Meat Cutter                  | 21.12  |
| 07260 - Waiter/Waitress              | 13.66  |
| 09000 - Furniture Maintenance And    |        |
| Repair Occupations                   |        |
| 09010 - Electrostatic Spray Painter  | 17.85  |
| 09040 - Furniture Handler            | 13.21  |
| 09080 - Furniture Refinisher         | 18.70  |
| 09090 - Furniture Refinisher Helper  | 14.37  |
| 09110 - Furniture Repairer Minor     | 16.30  |
| 09130 - Upholsterer                  | 18.61  |
| 11000 - General Services And Support |        |
| Occupations                          |        |
| 11030 - Cleaner Vehicles             | 13.09  |
| 11060 - Elevator Operator            | 13.09  |
| 11090 - Gardener                     | 20.11  |
| 11122 - Housekeeping Aide            | 15.70  |
| 11150 - Janitor                      | 15.70  |
| 11210 - Laborer Grounds Maintenance  | 15.89  |
| 11240 - Maid or Houseman             | 14.50  |
| 11260 - Pruner                       | 14.29  |
| 11270 - Tractor Operator             | 19.07  |
| 11330 - Trail Maintenance Worker     | 15.89  |
| 11360 - Window Cleaner               | 15.70  |
| 12000 - Health Occupations           |        |
| 12010 - Ambulance Driver             | 20.22  |
| 12011 - Breath Alcohol Technician    | 22.61  |
| 12012 - Certified Occupational       | 28.65  |
| Therapist Assistant                  | 0.0    |
| 12015 - Certified Physical Therapist | 23.21  |
| Assistant                            |        |
| 12020 - Dental Assistant             | 21.82  |
| 12025 - Dental Hygienist             | 38.84  |

| 12030 - EKG Technician  | 32.87 |
|---|-------|
| 12035 - Electroneurodiagnostic                                | 32.87 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                          | 20.22 |
| 12071 - Licensed Practical Nurse I                            | 21.76 |
| 12072 - Licensed Practical Nurse II                           | 24.34 |
| 12073 - Licensed Practical Nurse III                          | 24.48 |
| 12100 - Medical Assistant                                     | 16.66 |
| 12130 - Medical Laboratory                                    | 26.29 |
| Technician  |       |
| 12160 - Medical Record Clerk                                  | 18.65 |
| 12190 - Medical Record Technician                             | 20.59 |
| 12195 - Medical Transcriptionist                              | 18.65 |
| 12210 - Nuclear Medicine                                      | 44.23 |
| Technologist  |       |
| 12221 - Nursing Assistant I                                   | 12.37 |
| 12222 - Nursing Assistant II                                  | 13.91 |
| 12223 - Nursing Assistant III                                 | 15.82 |
| 12224 - Nursing Assistant IV                                  | 17.01 |
| 12235 - Optical Dispenser                                     | 26.30 |
| 12236 - Optical Technician                                    | 18.30 |
| 12250 - Pharmacy Technician                                   | 16.10 |
| 12280 - Phlebotomist  | 16.86 |
| 12305 - Radiologic Technologist                               | 29.65 |
| 12305 - Radiologic Technologist<br>12311 - Registered Nurse I | 32.76 |
| -   |       |
| 12312 - Registered Nurse II                                   | 38.41 |
| 12313 - Registered Nurse II                                   | 38.41 |
| Specialist  | 10 20 |
| 12314 - Registered Nurse III                                  | 49.39 |
| 12315 - Registered Nurse III                                  | 49.39 |
| Anesthetist   |       |
| 12316 - Registered Nurse IV                                   | 59.22 |
| 12317 - Scheduler (Drug and Alcohol                           | 26.17 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment                             | 20.48 |
| Counselor   |       |
| 13000 - Information And Arts                                  |       |
| Occupations   |       |
| 13011 - Exhibits Specialist I                                 | 27.03 |
| 13012 - Exhibits Specialist II                                | 30.45 |
| 13013 - Exhibits Specialist III                               | 34.25 |
| 13041 - Illustrator I   | 25.89 |
| 13042 - Illustrator II  | 30.45 |
| 13043 - Illustrator III                                       | 34.25 |
| 13047 - Librarian   | 34.02 |
| 13050 - Library Aide/Clerk                                    | 15.79 |
| 13054 - Library Information                                   | 25.15 |
| Technology Systems  |       |
| Administrator   |       |

| 13058 - Library Technician                    | 21.67 |
|---|-------|
| 13061 - Media Specialist I                    | 21.21 |
| 13062 - Media Specialist II                   | 23.84 |
| 13063 - Media Specialist III                  | 26.70 |
| 13071 - Photographer I                        | 20.03 |
| 13072 - Photographer II                       | 23.82 |
| 13073 - Photographer III                      | 29.53 |
| 13074 - Photographer IV                       | 33.78 |
| 13075 - Photographer V                        | 40.89 |
| 13090 - Technical Order Library               | 17.99 |
| Clerk   |       |
| 13110 - Video Teleconference                  | 24.33 |
| Technician                                    |       |
| 14000 - Information Technology                |       |
| Occupations                                   |       |
| 14041 - Computer Operator I                   | 19.00 |
| 14042 - Computer Operator II                  | 21.26 |
| 14042 - Computer Operator III                 | 23.71 |
| 14043 - Computer Operator IV                  | 26.35 |
|   |       |
| 14045 - Computer Operator V                   | 29.17 |
| 14071 - Computer Programmer I (see 1)         | 27.56 |
| 14072 - Computer Programmer II (see 1)        |       |
| 14073 - Computer Programmer III (see 1)       |       |
| <b>14074 - Computer Programmer IV</b> (see 1) |       |
| 14101 - Computer Systems Analyst I (see 1)    |       |
| 14102 - Computer Systems Analyst II (see 1)   |       |
| 14103 - Computer Systems Analyst III (see 1)  |       |
| 14150 - Peripheral Equipment                  | 19.00 |
| Operator                                      |       |
| 14160 - Personal Computer Support             | 26.35 |
| Technician                                    |       |
| 14170 - System Support Specialist             | 29.17 |
| 15000 - Instructional Occupations             |       |
| 15010 - Aircrew Training Devices              | 39.54 |
| Instructor (Non-Rated)                        |       |
| 15020 - Aircrew Training Devices              | 43.75 |
| Instructor (Rated)                            |       |
| 15030 - Air Crew Training Devices             | 51.69 |
| Instructor (Pilot)                            | 01.00 |
| 15050 - Computer Based Training               | 39.54 |
| Specialist / Instructor                       | 57.54 |
|   | 32.92 |
| 15060 - Educational Technologist              |       |
| 15070 - Flight Instructor (Pilot)             | 51.69 |
| 15080 - Graphic Artist                        | 27.68 |
| 15085 - Maintenance Test Pilot Fixed          | 42.82 |
| Jet/Prop                                      | 10.01 |
| 15086 - Maintenance Test Pilot                | 42.82 |
| Rotary Wing                                   |       |

|  | 40.00 |
|--|-------|
| 15088 - Non-Maintenance Test/Co-       | 42.82 |
| Pilot                                  |       |
| 15090 - Technical Instructor           | 27.17 |
| 15095 - Technical Instructor/Course    | 31.35 |
| Developer                              | 00 50 |
| 15110 - Test Proctor                   | 20.72 |
| 15120 - Tutor                          | 20.72 |
| 16000 - Laundry Dry-Cleaning Pressing  |       |
| And Related Occupations                | 10 (8 |
| 16010 - Assembler                      | 13.67 |
| 16030 - Counter Attendant              | 13.67 |
| 16040 - Dry Cleaner                    | 15.62 |
| 16070 - Finisher Flatwork Machine      | 13.67 |
| 16090 - Presser Hand                   | 13.67 |
| 16110 - Presser Machine Drycleaning    | 13.67 |
| 16130 - Presser Machine Shirts         | 13.67 |
| 16160 - Presser Machine Wearing        | 13.67 |
| Apparel Laundry                        |       |
| 16190 - Sewing Machine Operator        | 16.27 |
| 16220 - Tailor                         | 16.92 |
| 16250 - Washer Machine                 | 14.32 |
| 19000 - Machine Tool Operation And     |       |
| Repair Occupations                     |       |
| 19010 - Machine-Tool Operator (Tool    | 23.44 |
| Room)                                  |       |
| 19040 - Tool And Die Maker             | 27.34 |
| 21000 - Materials Handling And Packing |       |
| Occupations                            |       |
| 21020 - Forklift Operator              | 19.05 |
| 21030 - Material Coordinator           | 23.51 |
| 21040 - Material Expediter             | 23.51 |
| 21050 - Material Handling Laborer      | 14.24 |
| 21071 - Order Filler                   | 14.28 |
| 21080 - Production Line Worker (Food   | 19.05 |
| Processing)                            |       |
| 21110 - Shipping Packer                | 18.12 |
| 21130 - Shipping/Receiving Clerk       | 18.12 |
| 21140 - Store Worker I                 | 13.88 |
| 21150 - Stock Clerk                    | 19.07 |
| 21210 - Tools And Parts Attendant      | 19.05 |
| 21410 - Warehouse Specialist           | 19.05 |
| 23000 - Mechanics And Maintenance And  |       |
| Repair Occupations                     |       |
| 23010 - Aerospace Structural Welder    | 29.81 |
| 23019 - Aircraft Logs and Records      | 24.10 |
| Technician                             |       |
| 23021 - Aircraft Mechanic I            | 28.53 |
| 23022 - Aircraft Mechanic II           | 29.81 |
| 23023 - Aircraft Mechanic III          | 30.66 |

| 23040 - Aircraft Mechanic Helper     | 20.83 |
|--------------------------------------|-------|
| 23050 - Aircraft Painter             | 27.14 |
| 23060 - Aircraft Servicer            | 24.10 |
| 23070 - Aircraft Survival Flight     | 27.14 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 25.59 |
| 23091 - Aircrew Life Support         | 25.59 |
| Equipment (ALSE) Mechanic            | 20.00 |
| I                                    |       |
| 23092 - Aircrew Life Support         | 28.53 |
| Equipment (ALSE) Mechanic            | 20.00 |
|                                      |       |
| 23110 - Appliance Mechanic           | 27.14 |
|                                      | 18.89 |
| 23120 - Bicycle Repairer             |       |
| 23125 - Cable Splicer                | 44.28 |
| 23130 - Carpenter Maintenance        | 29.55 |
| 23140 - Carpet Layer                 | 27.98 |
| 23160 - Electrician Maintenance      | 36.84 |
| 23181 - Electronics Technician       | 25.59 |
| Maintenance I                        |       |
| 23182 - Electronics Technician       | 27.14 |
| Maintenance II                       |       |
| 23183 - Electronics Technician       | 28.53 |
| Maintenance III                      |       |
| 23260 - Fabric Worker                | 26.22 |
| 23290 - Fire Alarm System Mechanic   | 24.26 |
| 23310 - Fire Extinguisher Repairer   | 22.54 |
| 23311 - Fuel Distribution System     | 39.84 |
| Mechanic                             |       |
| 23312 - Fuel Distribution System     | 32.07 |
| Operator                             |       |
| 23370 - General Maintenance Worker   | 19.92 |
| 23380 - Ground Support Equipment     | 28.53 |
| Mechanic                             |       |
| 23381 - Ground Support Equipment     | 24.10 |
| Servicer                             |       |
| 23382 - Ground Support Equipment     | 25.59 |
| Worker                               |       |
| 23391 - Gunsmith I                   | 22.54 |
| 23392 - Gunsmith II                  | 25.59 |
| 23393 - Gunsmith III                 | 28.53 |
| 23410 - Heating Ventilation And Air- | 26.93 |
| Conditioning                         | 20.57 |
| Mechanic                             |       |
| 23411 - Heating Ventilation And Air  | 29.04 |
| Contidioning                         | 29.04 |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 26.10 |
| 23430 - neavy Equipment Mechanic     | 20.1U |
| 23440 - Heavy Equipment Operator     | 32.03 |

| 23460 -   | Instrument Mechanic          | 30.86 |
|-----------|------------------------------|-------|
| 23465 -   | Laboratory/Shelter Mechanic  | 27.14 |
|           | Laborer                      | 14.14 |
|           | Locksmith                    | 27.14 |
|           | Machinery Maintenance        | 26.53 |
| Mechanic  |                              |       |
| 23550 -   | Machinist Maintenance        | 21.53 |
|           | Maintenance Trades Helper    | 17.40 |
|           | Metrology Technician I       | 30.86 |
|           | Metrology Technician II      | 33.24 |
|           | Metrology Technician III     | 34.64 |
|           | Millwright                   | 29.72 |
|           | Office Appliance Repairer    | 27.14 |
|           | Painter Maintenance          | 22.59 |
|           | Pipefitter Maintenance       | 29.88 |
|           | Plumber Maintenance          | 27.38 |
|           | Pneudraulic Systems Mechanic | 28.53 |
| 23850 -   | =                            | 28.53 |
|           | Scale Mechanic               | 25.59 |
|           | Sheet-Metal Worker           | 29.46 |
| Maintenan |                              | 23.10 |
|           | Small Engine Mechanic        | 19.18 |
|           | Telecommunications Mechanic  | 36.36 |
| I         |                              | 50.50 |
| —         | Telecommunications Mechanic  | 37.66 |
| II        |                              | 01.00 |
|           | Telephone Lineman            | 43.21 |
|           | Welder Combination           | 22.17 |
| Maintenan |                              | ,     |
|           | Well Driller                 | 28.53 |
|           | Woodcraft Worker             | 29.26 |
|           | Woodworker                   | 22.54 |
|           | ersonal Needs Occupations    |       |
|           | Case Manager                 | 17.52 |
|           | Child Care Attendant         | 13.05 |
|           | Child Care Center Clerk      | 16.26 |
|           | Chore Aide                   | 15.97 |
|           | Family Readiness And Support | 17.52 |
| Services  |                              | 1,101 |
| Coordin   | ator                         |       |
|           | Homemaker                    | 19.80 |
|           | lant And System Operations   |       |
| Occupatio |                              |       |
| -         | Boiler Tender                | 29.03 |
|           | Sewage Plant Operator        | 25.19 |
|           | Stationary Engineer          | 29.03 |
|           | Ventilation Equipment Tender | 21.58 |
|           |                              |       |
| 2.3710 -  | Water Treatment Plant        | 25.19 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 23.05 |
| 27007 - Baggage Inspector              |      |    | 17.16 |
| 27008 - Corrections Officer            |      |    | 31.57 |
| 27010 - Court Security Officer         |      |    | 31.63 |
| 27030 - Detection Dog Handler          |      |    | 20.36 |
| 27040 - Detention Officer              |      |    | 31.57 |
| 27070 - Firefighter                    |      |    | 31.69 |
| 27101 - Guard I                        |      |    | 17.16 |
| 27102 - Guard II                       |      |    | 20.36 |
| 27131 - Police Officer I               |      |    | 32.37 |
| 27132 - Police Officer II              |      |    | 35.94 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 16.89 |
| 28042 - Carnival Equipment Repairer    |      |    | 18.27 |
| 28043 - Carnival Worker                |      |    | 12.63 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 16.49 |
| 28310 - Lifequard                      |      |    | 13.00 |
| 28350 - Park Attendant (Aide)          |      |    | 18.46 |
| 28510 - Recreation Aide/Health         |      |    | 15.76 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 22.38 |
| 28630 - Sports Official                |      |    | 14.69 |
| 28690 - Swimming Pool Operator         |      |    | 20.74 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 26.00 |
| 29020 - Hatch Tender                   |      |    | 26.00 |
| 29030 - Line Handler                   |      |    | 26.00 |
| 29041 - Stevedore I                    |      |    | 24.10 |
| 29042 - Stevedore II                   |      |    | 27.14 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.96 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 28.25 |
| Specialist Station (HFO)               | ,    | ,  |       |
| 30012 - Air Traffic Control            |      |    | 31.10 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 19.69 |
| 30022 - Archeological Technician II    |      |    | 22.02 |
| 30023 - Archeological Technician III   |      |    | 27.27 |
| 30030 - Cartographic Technician        |      |    | 27.27 |
| 30040 - Civil Engineering Technician   |      |    | 27.04 |
| 30051 - Cryogenic Technician I         |      |    | 29.95 |
| 30052 - Cryogenic Technician II        |      |    | 33.08 |
| 30061 - Drafter/CAD Operator I         |      |    | 19.69 |
| 30062 - Drafter/CAD Operator II        |      |    | 22.02 |
| 30063 - Drafter/CAD Operator III       |      |    | 24.55 |
| 30064 - Drafter/CAD Operator IV        |      |    | 29.95 |
| · •                                    |      |    |       |

|   | 10 00          |
|---|----------------|
| 30081 - Engineering Technician I  | 19.62          |
| 30082 - Engineering Technician II                                       | 22.47<br>25.28 |
| 30083 - Engineering Technician III                                      |                |
| 30084 - Engineering Technician IV                                       | 31.22          |
| 30085 - Engineering Technician V  | 39.40          |
| 30086 - Engineering Technician VI                                       | 43.34          |
| 30090 - Environmental Technician  | 25.42          |
| 30095 - Evidence Control Specialist                                     | 31.22          |
| 30210 - Laboratory Technician   | 24.33          |
| 30221 - Latent Fingerprint<br>Technician I                              | 29.95          |
| 30222 - Latent Fingerprint  | 33.08          |
| Technician II   | 55.00          |
| 30240 - Mathematical Technician   | 27.04          |
|   | 27.04          |
| 30361 - Paralegal/Legal Assistant I                                     |                |
| 30362 - Paralegal/Legal Assistant II                                    | 23.35          |
| 30363 - Paralegal/Legal Assistant                                       | 35.39          |
|   | 35.57          |
| 30364 - Paralegal/Legal Assistant IV                                    | 35.57          |
| 30375 - Petroleum Supply Specialist                                     |                |
| 30390 - Photo-Optics Technician<br>30395 - Radiation Control Technician | 27.27          |
|   | 39.40          |
| 30461 - Technical Writer I<br>30462 - Technical Writer II               | 27.81          |
| 30462 - Technical Writer II<br>30463 - Technical Writer III             | 32.99          |
|   | 39.10          |
| 30491 - Unexploded Ordnance (UXO)                                       | 26.03          |
| Technician I  | 31.49          |
| 30492 - Unexploded Ordnance (UXO)<br>Technician II                      | 51.49          |
| 30493 - Unexploded Ordnance (UXO)                                       | 37.75          |
| Technician III  | 57.75          |
|   | 26.03          |
| 30494 - Unexploded (UXO) Safety   | 20.03          |
| Escort  | 26.03          |
| 30495 - Unexploded (UXO) Sweep<br>Personnel                             | 26.03          |
| 30501 - Weather Forecaster I  | 29.95          |
|   |                |
| 30502 - Weather Forecaster II   | 36.44          |
| <b>30620 - Weather Observer Combined</b> (see 2)                        | 24.55          |
| Upper Air Or  |                |
| Surface Programs  |                |
| <b>30621 - Weather Observer Senior</b> (see 2)                          | 27.27          |
| 31000 - Transportation/Mobile   |                |
| Equipment Operation Occupations   | 31.49          |
| 31010 - Airplane Pilot  |                |
| 31020 - Bus Aide  | 15.42          |
| 31030 - Bus Driver  | 21.46          |
| 31043 - Driver Courier  | 16.45          |
| 31260 - Parking and Lot Attendant                                       | 13.19          |
| 31290 - Shuttle Bus Driver  | 18.86          |

| 31310 - Taxi Driver                 | 16.35 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 17.80 |
| 31362 - Truckdriver Medium          | 19.15 |
| 31363 - Truckdriver Heavy           | 24.52 |
| 31364 - Truckdriver Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.35 |
| 99030 - Cashier                     | 12.31 |
| 99050 - Desk Clerk                  | 14.95 |
| 99095 - Embalmer                    | 34.44 |
| 99130 - Flight Follower             | 26.03 |
| 99251 - Laboratory Animal Caretaker | 20.82 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 22.52 |
| II                                  |       |
| 99260 - Marketing Analyst           | 26.64 |
| 99310 - Mortician                   | 34.44 |
| 99410 - Pest Controller             | 21.95 |
| 99510 - Photofinishing Worker       | 16.23 |
| 99710 - Recycling Laborer           | 21.17 |
| 99711 - Recycling Specialist        | 25.49 |
| 99730 - Refuse Collector            | 19.06 |
| 99810 - Sales Clerk                 | 14.70 |
| 99820 - School Crossing Guard       | 16.24 |
| 99830 - Survey Party Chief          | 22.56 |
| 99831 - Surveying Aide              | 14.74 |
| 99832 - Surveying Technician        | 20.42 |
| 99840 - Vending Machine Attendant   | 19.81 |
| 99841 - Vending Machine Repairer    | 24.34 |
| 99842 - Vending Machine Repairer    | 19.81 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4177

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 18 WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4177 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 York

Area: New York Counties of Cayuga Chenango Cortland Otsego

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 14.52 |
| 01012 - Accounting Clerk II        |          | 16.31 |
| 01013 - Accounting Clerk III       |          | 18.24 |
| 01020 - Administrative Assistant   |          | 31.02 |
| 01035 - Court Reporter             |          | 18.96 |
| 01041 - Customer Service           |          | 13.58 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 14.81 |
| Representative II                  |          |       |

| 01043 - Customer Service                                  | 16.64 |
|---|-------|
| Representative III  |       |
| 01051 - Data Entry Operator I                             | 15.47 |
| 01052 - Data Entry Operator II                            | 16.88 |
| 01060 - Dispatcher Motor Vehicle                          | 20.77 |
| 01070 - Document Preparation Clerk                        | 17.59 |
| 01090 - Duplicating Machine Operator                      | 17.59 |
| 01111 - General Clerk I                                   | 13.76 |
| 01112 - General Clerk II                                  | 15.02 |
| 01113 - General Clerk III                                 | 16.87 |
| 01120 - Housing Referral Assistant                        | 20.73 |
| 01141 - Messenger Courier<br>01191 - Order Clerk I        | 15.60 |
|   | 14.92 |
| 01192 - Order Clerk II                                    | 16.27 |
| 01261 - Personnel Assistant                               | 17.08 |
| (Employment) I<br>01262 - Personnel Assistant             | 10 10 |
|   | 19.10 |
| (Employment) II<br>01263 - Personnel Assistant            | 21.29 |
| (Employment) III  | 21.29 |
| 01270 - Production Control Clerk                          | 22.72 |
| 01290 - Rental Clerk                                      | 15.26 |
| 01290 - Kental Clerk<br>01300 - Scheduler Maintenance     | 16.63 |
| 01311 - Secretary I                                       | 16.63 |
| 01312 - Secretary I<br>01312 - Secretary II               | 18.60 |
| 01312 - Secretary II<br>01313 - Secretary III             | 20.73 |
| 01313 - Secretary III<br>01320 - Service Order Dispatcher | 18.57 |
| 01410 - Supply Technician                                 | 31.02 |
| 01420 - Survey Worker                                     | 17.41 |
| 01420 - Suivey Worker<br>01460 - Switchboard              | 15.09 |
| Operator/Receptionist                                     | 10.00 |
| 01531 - Travel Clerk I                                    | 12.37 |
| 01532 - Travel Clerk II                                   | 13.31 |
| 01532 - Travel Clerk III                                  | 14.27 |
| 01611 - Word Processor I                                  | 14.98 |
| 01612 - Word Processor II                                 | 16.82 |
| 01613 - Word Processor III                                | 18.81 |
| 05000 - Automotive Service Occupations                    | 10.01 |
| 05005 - Automobile Body Repairer                          | 24.76 |
| Fiberglass  | 21.70 |
| 05010 - Automotive Electrician                            | 18.74 |
| 05040 - Automotive Glass Installer                        | 17.67 |
| 05070 - Automotive Worker                                 | 17.67 |
| 05110 - Mobile Equipment Servicer                         | 16.32 |
| 05130 - Motor Equipment Metal                             | 19.70 |
| Mechanic  |       |
| 05160 - Motor Equipment Metal Worker                      | 17.67 |
| 05190 - Motor Vehicle Mechanic                            | 19.70 |

| 05220 - Motor Vehicle Mechanic                                   | 15.63          |
|--|----------------|
| Helper   | 16 05          |
| 05250 - Motor Vehicle Upholstery                                 | 16.95          |
| Worker<br>05280 - Motor Vehicle Wrecker                          | 17 (7          |
|  | 17.67          |
| 05310 - Painter Automotive                                       | 18.74          |
| 05340 - Radiator Repair Specialist                               | 17.67          |
| 05370 - Tire Repairer  | 14.34          |
| 05400 - Transmission Repair                                      | 19.70          |
| Specialist   |                |
| 07000 - Food Preparation And Service                             |                |
| Occupations<br>07010 - Baker                                     | 13.85          |
| 07010 - Baker<br>07041 - Cook I                                  | 15.35          |
| 07041 - Cook I<br>07042 - Cook II                                | 17.43          |
| 07042 - COOK II<br>07070 - Dishwasher                            |                |
| 07070 - Disnwasner<br>07130 - Food Service Worker                | 12.58<br>12.50 |
|  |                |
| 07210 - Meat Cutter  | 20.42          |
| 07260 - Waiter/Waitress<br>09000 - Furniture Maintenance And     | 13.00          |
|  |                |
| Repair Occupations   | 20.11          |
| 09010 - Electrostatic Spray Painter<br>09040 - Furniture Handler | 14.95          |
| 09040 - Furniture Handler<br>09080 - Furniture Refinisher        | 20.11          |
|  |                |
| 09090 - Furniture Refinisher Helper                              | 17.19          |
| 09110 - Furniture Repairer Minor                                 | 22.10          |
| 09130 - Upholsterer<br>11000 - General Services And Support      | 22.10          |
| Occupations  |                |
| 11030 - Cleaner Vehicles   | 13.09          |
| 11060 - Elevator Operator  | 13.09          |
| 11090 - Gardener   | 20.11          |
| 11122 - Housekeeping Aide  | 13.71          |
| 11122 Housekeeping Alde  | 13.71          |
| 11210 - Laborer Grounds Maintenance                              | 15.44          |
| 11240 - Maid or Houseman   | 14.20          |
| 11260 - Pruner   | 17.78          |
| 11270 - Tractor Operator   | 18.59          |
| 11330 - Trail Maintenance Worker                                 | 15.44          |
| 11360 - Window Cleaner   | 15.23          |
| 12000 - Health Occupations                                       | 10.20          |
| 12010 - Ambulance Driver   | 18.30          |
| 12010 - Breath Alcohol Technician                                | 20.13          |
| 12012 - Certified Occupational                                   | 27.83          |
| Therapist Assistant  | 27.00          |
| 12015 - Certified Physical Therapist                             | 23.21          |
| Assistant  | 2 J • 2 I      |
| 12020 - Dental Assistant   | 20.98          |
| 12025 - Dental Hygienist   | 36.38          |
|  |                |

| 12030 - EKG Technician                                     | 32.87   |
|--|---------|
| 12035 - Electroneurodiagnostic                             | 32.87   |
| Technologist   |         |
| 12040 - Emergency Medical Technician                       | 18.30   |
| 12071 - Licensed Practical Nurse I                         | 17.99   |
| 12072 - Licensed Practical Nurse II                        | 20.13   |
| 12073 - Licensed Practical Nurse III                       | 22.44   |
| 12100 - Medical Assistant                                  | 15.94   |
| 12130 - Medical Laboratory                                 | 26.29   |
| Technician   |         |
| 12160 - Medical Record Clerk                               | 18.41   |
| 12190 - Medical Record Technician                          | 20.59   |
| 12195 - Medical Transcriptionist                           | 18.08   |
| 12210 - Nuclear Medicine                                   | 44.23   |
| Technologist   |         |
| 12221 - Nursing Assistant I                                | 12.35   |
| 12222 - Nursing Assistant II                               | 13.87   |
| 12223 - Nursing Assistant III                              | 15.14   |
| 12224 - Nursing Assistant IV                               | 17.01   |
| 12235 - Optical Dispenser                                  | 24.94   |
| 12236 - Optical Technician                                 | 17.99   |
| 12250 - Pharmacy Technician                                | 16.10   |
| 12280 - Phlebotomist                                       | 16.86   |
| 12305 - Radiologic Technologist                            | 29.65   |
| 12311 - Registered Nurse I                                 | 29.05   |
| 12312 - Registered Nurse I<br>12312 - Registered Nurse II  | 27.47   |
| 12312 - Registered Nurse II<br>12313 - Registered Nurse II | 27.47   |
| -  | 2/.4/   |
| Specialist   | <u></u> |
| 12314 - Registered Nurse III                               | 33.23   |
| 12315 - Registered Nurse III<br>Anesthetist                | 33.23   |
|  | 20 02   |
| 12316 - Registered Nurse IV                                | 39.83   |
| 12317 - Scheduler (Drug and Alcohol                        | 24.93   |
| Testing)   | 0.0 4.0 |
| 12320 - Substance Abuse Treatment                          | 20.48   |
| Counselor  |         |
| 13000 - Information And Arts                               |         |
| Occupations  |         |
| 13011 - Exhibits Specialist I                              | 18.83   |
| 13012 - Exhibits Specialist II                             | 23.33   |
| 13013 - Exhibits Specialist III                            | 28.54   |
| 13041 - Illustrator I                                      | 20.11   |
| 13042 - Illustrator II                                     | 24.91   |
| 13043 - Illustrator III                                    | 30.47   |
| 13047 - Librarian  | 25.84   |
| 13050 - Library Aide/Clerk                                 | 13.13   |
| 13054 - Library Information                                | 23.33   |
| Technology Systems   |         |
| Administrator  |         |

|   | 10 00 |
|---|-------|
| 13058 - Library Technician                            | 13.03 |
| 13061 - Media Specialist I                            | 16.84 |
| 13062 - Media Specialist II                           | 18.83 |
| 13063 - Media Specialist III                          | 20.99 |
| 13071 - Photographer I                                | 16.84 |
| 13072 - Photographer II                               | 18.83 |
| 13073 - Photographer III                              | 23.33 |
| 13074 - Photographer IV                               | 28.54 |
| 13075 - Photographer V                                | 34.54 |
| 13090 - Technical Order Library                       | 17.99 |
| Clerk   | 11.55 |
| 13110 - Video Teleconference                          | 20.78 |
| Technician  | 20.70 |
|   |       |
| 14000 - Information Technology                        |       |
| Occupations   |       |
| 14041 - Computer Operator I                           | 16.25 |
| 14042 - Computer Operator II                          | 18.17 |
| 14043 - Computer Operator III                         | 20.27 |
| 14044 - Computer Operator IV                          | 24.08 |
| 14045 - Computer Operator V                           | 27.62 |
| 14071 - Computer Programmer I (see 1)                 | 20.57 |
| 14072 - Computer Programmer II (see 1)                | 25.04 |
| 14073 - Computer Programmer III (see 1)               |       |
| 14074 - Computer Programmer IV (see 1)                |       |
| 14101 - Computer Systems Analyst I     (see 1)        |       |
| 14102 - Computer Systems Analyst I (see 1)<br>(see 1) |       |
|   |       |
| 14103 - Computer Systems Analyst III (see 1)          | 1005  |
| 14150 - Peripheral Equipment                          | 16.25 |
| Operator  |       |
| 14160 - Personal Computer Support                     | 24.08 |
| Technician  |       |
| 14170 - System Support Specialist                     | 28.66 |
| 15000 - Instructional Occupations                     |       |
| 15010 - Aircrew Training Devices                      | 29.53 |
| Instructor (Non-Rated)                                |       |
| 15020 - Aircrew Training Devices                      | 35.73 |
| Instructor (Rated)                                    |       |
| 15030 - Air Crew Training Devices                     | 42.82 |
| Instructor (Pilot)                                    | 12.02 |
| 15050 - Computer Based Training                       | 29.53 |
| Specialist / Instructor                               | 27.55 |
| -   | 21 (0 |
| 15060 - Educational Technologist                      | 31.69 |
| 15070 - Flight Instructor (Pilot)                     | 42.82 |
| 15080 - Graphic Artist                                | 22.64 |
| 15085 - Maintenance Test Pilot Fixed                  | 42.82 |
| Jet/Prop  |       |
| 15086 - Maintenance Test Pilot                        | 42.82 |
| Rotary Wing   |       |

|  | 40.00  |
|--|--------|
| 15088 - Non-Maintenance Test/Co-       | 42.82  |
| Pilot                                  | ~~ ==  |
| 15090 - Technical Instructor           | 20.77  |
| 15095 - Technical Instructor/Course    | 25.41  |
| Developer                              | 1 6 88 |
| 15110 - Test Proctor                   | 16.77  |
| 15120 - Tutor                          | 16.77  |
| 16000 - Laundry Dry-Cleaning Pressing  |        |
| And Related Occupations                | 10 (8  |
| 16010 - Assembler                      | 13.67  |
| 16030 - Counter Attendant              | 13.67  |
| 16040 - Dry Cleaner                    | 15.62  |
| 16070 - Finisher Flatwork Machine      | 13.67  |
| 16090 - Presser Hand                   | 13.67  |
| 16110 - Presser Machine Drycleaning    | 13.67  |
| 16130 - Presser Machine Shirts         | 13.67  |
| 16160 - Presser Machine Wearing        | 13.67  |
| Apparel Laundry                        |        |
| 16190 - Sewing Machine Operator        | 16.27  |
| 16220 - Tailor                         | 16.92  |
| 16250 - Washer Machine                 | 14.32  |
| 19000 - Machine Tool Operation And     |        |
| Repair Occupations                     |        |
| 19010 - Machine-Tool Operator (Tool    | 23.44  |
| Room)                                  |        |
| 19040 - Tool And Die Maker             | 27.34  |
| 21000 - Materials Handling And Packing |        |
| Occupations                            |        |
| 21020 - Forklift Operator              | 19.05  |
| 21030 - Material Coordinator           | 22.72  |
| 21040 - Material Expediter             | 22.72  |
| 21050 - Material Handling Laborer      | 14.14  |
| 21071 - Order Filler                   | 13.87  |
| 21080 - Production Line Worker (Food   | 19.05  |
| Processing)                            |        |
| 21110 - Shipping Packer                | 18.12  |
| 21130 - Shipping/Receiving Clerk       | 18.12  |
| 21140 - Store Worker I                 | 13.88  |
| 21150 - Stock Clerk                    | 19.07  |
| 21210 - Tools And Parts Attendant      | 19.05  |
| 21410 - Warehouse Specialist           | 19.05  |
| 23000 - Mechanics And Maintenance And  |        |
| Repair Occupations                     |        |
| 23010 - Aerospace Structural Welder    | 29.55  |
| 23019 - Aircraft Logs and Records      | 24.10  |
| Technician                             |        |
| 23021 - Aircraft Mechanic I            | 28.53  |
| 23022 - Aircraft Mechanic II           | 29.55  |
| 23023 - Aircraft Mechanic III          | 30.65  |

| 23040 - Aircraft Mechanic Helper                                     | 20.83 |
|--|-------|
| 23050 - Aircraft Painter   | 27.14 |
| 23060 - Aircraft Servicer  | 24.10 |
| 23070 - Aircraft Survival Flight                                     | 27.14 |
| Equipment Technician   |       |
| 23080 - Aircraft Worker  | 25.59 |
| 23091 - Aircrew Life Support   | 25.59 |
| Equipment (ALSE) Mechanic  | 20.00 |
| I  |       |
| 23092 - Aircrew Life Support   | 28.53 |
| Equipment (ALSE) Mechanic  | 20.00 |
|  |       |
| 23110 - Appliance Mechanic   | 27.09 |
|  |       |
| 23120 - Bicycle Repairer   | 22.54 |
| 23125 - Cable Splicer  | 44.28 |
| 23130 - Carpenter Maintenance  | 23.51 |
| 23140 - Carpet Layer   | 25.59 |
| 23160 - Electrician Maintenance                                      | 26.83 |
| 23181 - Electronics Technician                                       | 25.59 |
| Maintenance I  |       |
| 23182 - Electronics Technician                                       | 27.14 |
| Maintenance II   |       |
| 23183 - Electronics Technician                                       | 28.53 |
| Maintenance III  |       |
| 23260 - Fabric Worker  | 24.10 |
| 23290 - Fire Alarm System Mechanic                                   | 24.26 |
| 23310 - Fire Extinguisher Repairer                                   | 22.54 |
| 23311 - Fuel Distribution System                                     | 37.42 |
| Mechanic   |       |
| 23312 - Fuel Distribution System                                     | 30.93 |
| Operator   |       |
| 23370 - General Maintenance Worker                                   | 19.38 |
| 23380 - Ground Support Equipment                                     | 28.53 |
| Mechanic   |       |
| 23381 - Ground Support Equipment                                     | 24.10 |
| Servicer   |       |
| 23382 - Ground Support Equipment                                     | 25.59 |
| Worker   | 20.00 |
| 23391 - Gunsmith I   | 22.54 |
| 23392 - Gunsmith II  | 25.59 |
| 23392 - Gunsmith III   | 28.53 |
| 23410 - Heating Ventilation And Air-                                 |       |
| Conditioning   | 21.45 |
| Mechanic   |       |
|  |       |
| 23411 - Heating Ventilation And Air                                  | 22.22 |
| Contidioning   |       |
| Mechanic (Research Facility)   |       |
| 23430 - Heavy Equipment Mechanic<br>23440 - Heavy Equipment Operator | 22.62 |
| 23440 - Heavy Equipment Operator                                     | 25.62 |

| 23460 -    | Instrument Mechanic                                 | 28.53          |
|------------|---|----------------|
| 23465 -    | Laboratory/Shelter Mechanic                         | 27.14          |
|            | Laborer   | 14.14          |
| 23510 -    | Locksmith   | 27.14          |
| 23530 -    | Machinery Maintenance                               | 26.53          |
| Mechanic   |   |                |
| 23550 -    | Machinist Maintenance                               | 21.53          |
| 23580 -    | Maintenance Trades Helper                           | 17.40          |
| 23591 -    | Metrology Technician I                              | 28.53          |
| 23592 -    | Metrology Technician II                             | 29.55          |
| 23593 -    | Metrology Technician III                            | 30.65          |
| 23640 -    | Millwright  | 28.53          |
| 23710 -    | Office Appliance Repairer                           | 26.74          |
| 23760 -    | Painter Maintenance                                 | 19.07          |
| 23790 -    | Pipefitter Maintenance                              | 27.95          |
| 23810 -    | Plumber Maintenance                                 | 25.42          |
| 23820 -    | Pneudraulic Systems Mechanic                        | 28.53          |
| 23850 -    | Rigger  | 28.53          |
| 23870 -    | Scale Mechanic                                      | 25.59          |
| 23890 -    | Sheet-Metal Worker                                  | 28.53          |
| Maintenan  | ce  |                |
| 23910 -    | Small Engine Mechanic                               | 19.26          |
| 23931 -    | Telecommunications Mechanic                         | 34.56          |
| I          |   |                |
| 23932 -    | Telecommunications Mechanic                         | 35.76          |
| II         |   |                |
| 23950 -    | Telephone Lineman                                   | 37.91          |
| 23960 -    | Welder Combination                                  | 18.96          |
| Maintenan  | ce  |                |
| 23965 -    | Well Driller  | 28.53          |
|            | Woodcraft Worker                                    | 28.53          |
|            | Woodworker  | 22.54          |
| 24000 - P  | ersonal Needs Occupations                           |                |
|            | Case Manager  | 17.52          |
|            | Child Care Attendant                                | 12.61          |
|            | Child Care Center Clerk                             | 15.72          |
| 24610 -    | Chore Aide  | 15.71          |
| 24620 -    | Family Readiness And Support                        | 17.52          |
| Services   |   |                |
| Coordina   |   |                |
|            | Homemaker   | 17.52          |
|            | lant And System Operations                          |                |
| Occupation |   |                |
|            | Boiler Tender                                       | 28.19          |
| 25040 -    |   | 01 01          |
|            | Sewage Plant Operator                               | 24.01          |
|            | Stationary Engineer                                 | 28.19          |
| 25190 -    | Stationary Engineer<br>Ventilation Equipment Tender | 28.19<br>20.58 |
| 25190 -    | Stationary Engineer                                 | 28.19          |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 23.05 |
| 27007 - Baggage Inspector              |      |    | 16.88 |
| 27008 - Corrections Officer            |      |    | 31.57 |
| 27010 - Court Security Officer         |      |    | 31.63 |
| 27030 - Detection Dog Handler          |      |    | 18.89 |
| 27040 - Detention Officer              |      |    | 31.57 |
| 27070 - Firefighter                    |      |    | 31.69 |
| 27101 - Guard I                        |      |    | 16.88 |
| 27102 - Guard II                       |      |    | 18.89 |
| 27131 - Police Officer I               |      |    | 28.78 |
| 27132 - Police Officer II              |      |    | 31.99 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 16.89 |
| 28042 - Carnival Equipment Repairer    |      |    | 18.27 |
| 28043 - Carnival Worker                |      |    | 12.63 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 16.16 |
| 28310 - Lifeguard                      |      |    | 12.12 |
| 28350 - Park Attendant (Aide)          |      |    | 18.07 |
| 28510 - Recreation Aide/Health         |      |    | 13.18 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 22.38 |
| 28630 - Sports Official                |      |    | 14.38 |
| 28690 - Swimming Pool Operator         |      |    | 20.74 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 25.59 |
| 29020 - Hatch Tender                   |      |    | 25.59 |
| 29030 - Line Handler                   |      |    | 25.59 |
| 29041 - Stevedore I                    |      |    | 24.10 |
| 29042 - Stevedore II                   |      |    | 27.14 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 40.96 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 28.25 |
| Specialist Station (HFO)               | ·    |    |       |
| 30012 - Air Traffic Control            |      |    | 31.10 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 19.52 |
| 30022 - Archeological Technician II    |      |    | 21.83 |
| 30023 - Archeological Technician III   |      |    | 25.67 |
| 30030 - Cartographic Technician        |      |    | 27.04 |
| 30040 - Civil Engineering Technician   |      |    | 26.09 |
| 30051 - Cryogenic Technician I         |      |    | 29.95 |
| 30052 - Cryogenic Technician II        |      |    | 33.08 |
| 30061 - Drafter/CAD Operator I         |      |    | 19.52 |
| 30062 - Drafter/CAD Operator II        |      |    | 21.83 |
| 30063 - Drafter/CAD Operator III       |      |    | 24.33 |
| 30064 - Drafter/CAD Operator IV        |      |    | 29.95 |
| · •                                    |      |    |       |

| 30081 - Engineering Technician I       |      |       | 15.76          |
|--|------|-------|----------------|
| 30082 - Engineering Technician II      |      |       | 17.71          |
| 30083 - Engineering Technician III     |      |       | 19.94          |
| 30084 - Engineering Technician IV      |      |       | 24.53          |
| 30085 - Engineering Technician V       |      |       | 30.01          |
| 30086 - Engineering Technician VI      |      |       | 36.31          |
| 30090 - Environmental Technician       |      |       | 26.18          |
| 30095 - Evidence Control Specialist    |      |       | 26.86          |
| 30210 - Laboratory Technician          |      |       | 22.88          |
| 30221 - Latent Fingerprint             |      |       | 29.95          |
| Technician I                           |      |       | 20000          |
| 30222 - Latent Fingerprint             |      |       | 33.08          |
| Technician II                          |      |       |                |
| 30240 - Mathematical Technician        |      |       | 27.04          |
| 30361 - Paralegal/Legal Assistant I    |      |       | 19.29          |
| 30362 - Paralegal/Legal Assistant II   |      |       | 23.90          |
| 30363 - Paralegal/Legal Assistant      |      |       | 29.22          |
| III                                    |      |       | 29.22          |
| 30364 - Paralegal/Legal Assistant IV   |      |       | 35.36          |
| 30375 - Petroleum Supply Specialist    |      |       | 32.87          |
| 30390 - Photo-Optics Technician        |      |       | 25.84          |
| 30395 - Radiation Control Technician   |      |       | 32.87          |
| 30461 - Technical Writer I             |      |       | 23.24          |
| 30462 - Technical Writer II            |      |       | 28.44          |
| 30463 - Technical Writer III           |      |       | 34.40          |
| 30491 - Unexploded Ordnance (UXO)      |      |       | 26.03          |
| Technician I                           |      |       | 20.05          |
| 30492 - Unexploded Ordnance (UXO)      |      |       | 31.49          |
| Technician II                          |      |       | 51.15          |
| 30493 - Unexploded Ordnance (UXO)      |      |       | 37.75          |
| Technician III                         |      |       | 57.75          |
| 30494 - Unexploded (UXO) Safety        |      |       | 26.03          |
| Escort                                 |      |       | 20.00          |
| 30495 - Unexploded (UXO) Sweep         |      |       | 26.03          |
| Personnel                              |      |       | 20.05          |
| 30501 - Weather Forecaster I           |      |       | 29.95          |
| 30502 - Weather Forecaster II          |      |       | 36.44          |
| 30620 - Weather Observer Combined      | (see | 2)    | 24.33          |
| Upper Air Or                           | (see | ۷)    | 24.33          |
| Surface Programs                       |      |       |                |
| 30621 - Weather Observer Senior        | (    | 21    | 27.04          |
| 31000 - Transportation/Mobile          | (see | ۷ ( ۲ | 21.04          |
| Equipment Operation Occupations        |      |       |                |
| 31010 - Airplane Pilot                 |      |       | 31.49          |
| 31020 - Bus Aide                       |      |       | 13.85          |
| 31020 - Bus Aide<br>31030 - Bus Driver |      |       | 17.79          |
| 31043 - Driver Courier                 |      |       | 15.49          |
| 31260 - Parking and Lot Attendant      |      |       | 13.19          |
| 31290 - Shuttle Bus Driver             |      |       | 16.75          |
| SITE SURFEETE DRS DITAGT               |      |       | т <b>о•</b> /Ј |

| 31310 - Taxi Driver                 | 14.41 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 16.75 |
| 31362 - Truckdriver Medium          | 18.35 |
| 31363 - Truckdriver Heavy           | 23.39 |
| 31364 - Truckdriver Tractor-Trailer | 23.39 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.35 |
| 99030 - Cashier                     | 12.31 |
| 99050 - Desk Clerk                  | 12.91 |
| 99095 - Embalmer                    | 27.29 |
| 99130 - Flight Follower             | 26.03 |
| 99251 - Laboratory Animal Caretaker | 18.89 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 20.33 |
| II                                  |       |
| 99260 - Marketing Analyst           | 26.64 |
| 99310 - Mortician                   | 27.29 |
| 99410 - Pest Controller             | 21.17 |
| 99510 - Photofinishing Worker       | 13.68 |
| 99710 - Recycling Laborer           | 20.96 |
| 99711 - Recycling Specialist        | 25.08 |
| 99730 - Refuse Collector            | 18.94 |
| 99810 - Sales Clerk                 | 13.70 |
| 99820 - School Crossing Guard       | 13.18 |
| 99830 - Survey Party Chief          | 21.67 |
| 99831 - Surveying Aide              | 13.62 |
| 99832 - Surveying Technician        | 18.64 |
| 99840 - Vending Machine Attendant   | 19.81 |
| 99841 - Vending Machine Repairer    | 23.66 |
| 99842 - Vending Machine Repairer    | 19.81 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4179

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 2015-4179 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 York

Area: New York Counties of Allegany Cattaraugus Chautauqua Wyoming

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 15.18 |
| 01012 - Accounting Clerk II        |          | 17.05 |
| 01013 - Accounting Clerk III       |          | 19.07 |
| 01020 - Administrative Assistant   |          | 30.42 |
| 01035 - Court Reporter             |          | 20.77 |
| 01041 - Customer Service           |          | 13.40 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 14.62 |
| Representative II                  |          |       |

| 01043 - Customer Service               | 16.42           |
|--|-----------------|
| Representative III                     |                 |
| 01051 - Data Entry Operator I          | 14.91           |
| 01052 - Data Entry Operator II         | 16.27           |
| 01060 - Dispatcher Motor Vehicle       | 18.96           |
| 01070 - Document Preparation Clerk     | 15.46           |
| 01090 - Duplicating Machine Operator   | 15.46           |
| 01111 - General Clerk I                | 13.39           |
| 01112 - General Clerk II               | 14.61           |
| 01113 - General Clerk III              | 16.40           |
| 01120 - Housing Referral Assistant     | 23.17           |
| 01141 - Messenger Courier              | 13.62           |
| 01191 - Order Clerk I                  | 15.92           |
| 01192 - Order Clerk II                 | 17.37           |
| 01261 - Personnel Assistant            | 17.77           |
| (Employment) I                         |                 |
| 01262 - Personnel Assistant            | 19.87           |
| (Employment) II                        |                 |
| 01263 - Personnel Assistant            | 22.15           |
| (Employment) III                       |                 |
| 01270 - Production Control Clerk       | 23.11           |
| 01290 - Rental Clerk                   | 15.23           |
| 01300 - Scheduler Maintenance          | 18.57           |
| 01311 - Secretary I                    | 18.57           |
| 01312 - Secretary II                   | 20.77           |
| 01313 - Secretary III                  | 23.17           |
| 01320 - Service Order Dispatcher       | 16.95           |
| 01410 - Supply Technician              | 30.42           |
| 01420 - Survey Worker                  | 17.04           |
| 01460 - Switchboard                    | 14.04           |
| Operator/Receptionist                  |                 |
| 01531 - Travel Clerk I                 | 12.30           |
| 01532 - Travel Clerk II                | 12.99           |
| 01533 - Travel Clerk III               | 13.68           |
| 01611 - Word Processor I               | 14.97           |
| 01612 - Word Processor II              | 16.68           |
| 01613 - Word Processor III             | 18.65           |
| 05000 - Automotive Service Occupations |                 |
| 05005 - Automobile Body Repairer       | 24.57           |
| Fiberglass                             |                 |
| 05010 - Automotive Ele                 | ectrician 21.67 |
| 05040 - Automotive Glass Installer     | 20.85           |
| 05070 - Automotive Worker              | 20.85           |
| 05110 - Mobile Equipment Servicer      | 19.45           |
| 05130 - Motor Equipment Metal          | 22.34           |
| Mechanic                               |                 |
| 05160 - Motor Equipment Metal Worker   | 20.85           |
| 05190 - Motor Vehicle Mechanic         | 22.34           |

| 05220 - Motor Vehicle Mechanic       | 18.03   |
|--------------------------------------|---------|
| Helper                               | 00 11   |
| 05250 - Motor Vehicle Upholstery     | 20.11   |
| Worker                               |         |
| 05280 - Motor Vehicle Wrecker        | 20.85   |
| 05310 - Painter Automotive           | 21.67   |
| 05340 - Radiator Repair Specialist   | 20.85   |
| 05370 - Tire Repairer                | 18.78   |
| 05400 - Transmission Repair          | 22.34   |
| Specialist                           |         |
| 07000 - Food Preparation And Service |         |
| Occupations                          | 1 4 1 4 |
| 07010 - Baker                        | 14.14   |
| 07041 - Cook I                       | 15.69   |
| 07042 - Cook II                      | 17.48   |
| 07070 - Dishwasher                   | 12.16   |
| 07130 - Food Service Worker          | 12.66   |
| 07210 - Meat Cutter                  | 17.19   |
| 07260 - Waiter/Waitress              | 13.57   |
| 09000 - Furniture Maintenance And    |         |
| Repair Occupations                   |         |
| 09010 - Electrostatic Spray Painter  | 22.34   |
| 09040 - Furniture Handler            | 17.51   |
| 09080 - Furniture Refinisher         | 22.34   |
| 09090 - Furniture Refinisher Helper  | 19.23   |
| 09110 - Furniture Repairer Minor     | 20.73   |
| 09130 - Upholsterer                  | 22.34   |
| 11000 - General Services And Support |         |
| Occupations                          |         |
| 11030 - Cleaner Vehicles             | 14.52   |
| 11060 - Elevator Operator            | 13.42   |
| 11090 - Gardener                     | 16.78   |
| 11122 - Housekeeping Aide            | 13.42   |
| 11150 - Janitor                      | 13.42   |
| 11210 - Laborer Grounds Maintenance  | 14.30   |
| 11240 - Maid or Houseman             | 12.27   |
| 11260 - Pruner                       | 13.27   |
| 11270 - Tractor Operator             | 16.13   |
| 11330 - Trail Maintenance Worker     | 14.30   |
| 11360 - Window Cleaner               | 14.49   |
| 12000 - Health Occupations           |         |
| 12010 - Ambulance Driver             | 20.37   |
| 12011 - Breath Alcohol Technician    | 20.37   |
| 12012 - Certified Occupational       | 24.51   |
| Therapist Assistant                  |         |
| 12015 - Certified Physical Therapist | 24.17   |
| Assistant                            |         |
| 12020 - Dental Assistant             | 18.41   |
| 12025 - Dental Hygienist             | 33.56   |

| 12030 - EKG Technician  | 27.79 |
|---|-------|
| 12035 - Electroneurodiagnostic                                | 27.79 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                          | 20.37 |
| 12071 - Licensed Practical Nurse I                            | 17.26 |
| 12072 - Licensed Practical Nurse II                           | 19.31 |
| 12073 - Licensed Practical Nurse III                          | 21.53 |
| 12100 - Medical Assistant                                     | 14.69 |
| 12130 - Medical Laboratory                                    | 28.01 |
| Technician  |       |
| 12160 - Medical Record Clerk                                  | 18.71 |
| 12190 - Medical Record Technician                             | 20.92 |
| 12195 - Medical Transcriptionist                              | 17.70 |
| 12210 - Nuclear Medicine                                      | 42.44 |
| Technologist  | -     |
| 12221 - Nursing Assistant I                                   | 12.61 |
| 12222 - Nursing Assistant II                                  | 14.17 |
| 12223 - Nursing Assistant III                                 | 15.46 |
| 12224 - Nursing Assistant IV                                  | 17.37 |
| 12235 - Optical Dispenser                                     | 27.45 |
| 12236 - Optical Technician                                    | 17.26 |
| 12250 - Pharmacy Technician                                   | 14.75 |
| 12280 - Phlebotomist  | 14.82 |
| 12305 - Radiologic Technologist                               | 24.46 |
| 12305 - Radiologic lecimologist<br>12311 - Registered Nurse I | 24.40 |
| -   |       |
| 12312 - Registered Nurse II                                   | 31.48 |
| 12313 - Registered Nurse II                                   | 31.48 |
| Specialist  | 20 10 |
| 12314 - Registered Nurse III                                  | 38.10 |
| 12315 - Registered Nurse III                                  | 38.10 |
| Anesthetist   |       |
| 12316 - Registered Nurse IV                                   | 45.65 |
| 12317 - Scheduler (Drug and Alcohol                           | 25.23 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment                             | 23.64 |
| Counselor   |       |
| 13000 - Information And Arts                                  |       |
| Occupations   |       |
| 13011 - Exhibits Specialist I                                 | 18.91 |
| 13012 - Exhibits Specialist II                                | 23.40 |
| 13013 - Exhibits Specialist III                               | 28.53 |
| 13041 - Illustrator I   | 19.84 |
| 13042 - Illustrator II  | 24.54 |
| 13043 - Illustrator III                                       | 29.93 |
| 13047 - Librarian   | 26.64 |
| 13050 - Library Aide/Clerk                                    | 13.31 |
| 13054 - Library Information                                   | 23.38 |
| Technology Systems  |       |
| Administrator   |       |

| 13058 - Library Technician                     | 15.75   |
|--|---------|
| 13061 - Media Specialist I                     | 17.36   |
| 13062 - Media Specialist II                    | 19.42   |
| 13063 - Media Specialist III                   | 21.66   |
| 13071 - Photographer I                         | 15.50   |
| 13072 - Photographer II                        | 18.60   |
| 13073 - Photographer III                       | 23.03   |
| 13074 - Photographer IV                        | 28.17   |
| 13075 - Photographer V                         | 34.08   |
| 13090 - Technical Order Library                | 18.60   |
| Clerk  | 10.00   |
| 13110 - Video Teleconference                   | 18.61   |
|  | 10.01   |
| Technician                                     |         |
| 14000 - Information Technology                 |         |
| Occupations                                    |         |
| 14041 - Computer Operator I                    | 16.94   |
| 14042 - Computer Operator II                   | 18.95   |
| 14043 - Computer Operator III                  | 22.22   |
| 14044 - Computer Operator IV                   | 25.20   |
| 14045 - Computer Operator V                    | 27.91   |
| 14071 - Computer Programmer I (see 1)          | 20.28   |
| 14072 - Computer Programmer II (see 1)         | 25.12   |
| 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)   | 1 6 0 4 |
| 14150 - Peripheral Equipment                   | 16.94   |
| Operator                                       |         |
| 14160 - Personal Computer Support              | 25.20   |
| Technician                                     |         |
| 14170 - System Support Specialist              | 28.44   |
| 15000 - Instructional Occupations              |         |
| 15010 - Aircrew Training Devices               | 28.63   |
| Instructor (Non-Rated)                         |         |
| 15020 - Aircrew Training Devices               | 34.64   |
| Instructor (Rated)                             |         |
| 15030 - Air Crew Training Devices              | 41.52   |
| Instructor (Pilot)                             |         |
| 15050 - Computer Based Training                | 28.63   |
| Specialist / Instructor                        | 20.00   |
| 15060 - Educational Technologist               | 34.14   |
| -  |         |
| 15070 - Flight Instructor (Pilot)              | 41.52   |
| 15080 - Graphic Artist                         | 19.69   |
| 15085 - Maintenance Test Pilot Fixed           | 40.40   |
| Jet/Prop                                       |         |
| 15086 - Maintenance Test Pilot                 | 40.40   |
| Rotary Wing                                    |         |

| 15088 - Non-Maintenance Test/Co-       | 40.40     |
|--|-----------|
| Pilot                                  |           |
| 15090 - Technical Instructor           | 21.43     |
| 15095 - Technical Instructor/Course    | 26.22     |
| Developer                              |           |
| 15110 - Test Proctor                   | 17.30     |
| 15120 - Tutor                          | 17.30     |
| 16000 - Laundry Dry-Cleaning Pressing  |           |
| And Related Occupations                |           |
| 16010 - Assembler                      | 13.67     |
| 16030 - Counter Attendant              | 13.67     |
| 16040 - Dry Cleaner                    | 15.62     |
| 16070 - Finisher Flatwork Machine      | 13.67     |
| 16090 - Presser Hand                   | 13.67     |
| 16110 - Presser Machine Drycleaning    | 13.67     |
| 16130 - Presser Machine Shirts         | 13.67     |
| 16160 - Presser Machine Wearing        | 13.67     |
| Apparel Laundry                        |           |
| 16190 - Sewing Machine Operator        | 16.27     |
| 16220 - Tailor                         | 16.92     |
| 16250 - Washer Machine                 | 14.32     |
| 19000 - Machine Tool Operation And     |           |
| Repair Occupations                     |           |
| 19010 - Machine-Tool Operator (Tool    | 23.93     |
| Room)                                  |           |
| 19040 - Tool And Die Maker             | 27.13     |
| 21000 - Materials Handling And Packing |           |
| Occupations                            |           |
| 21020 - Forklift Operator              | 19.78     |
| 21030 - Material Coordinator           | 23.11     |
| 21040 - Material Expediter             | 23.11     |
| 21050 - Material Handling Laborer      | 17.74     |
| 21071 - Order Filler                   | 16.71     |
| 21080 - Production Line Worker (Food   | 19.78     |
| Processing)                            |           |
| 21110 - Shipping Packer                | 18.44     |
| 21130 - Shipping/Receiving Clerk       | 18.44     |
| 21140 - Store Worker I                 | 16.61     |
| 21150 - Stock Clerk                    | 20.93     |
| 21210 - Tools And Parts Attendant      | 19.78     |
| 21410 - Warehouse Specialist           | 19.78     |
| 23000 - Mechanics And Maintenance And  |           |
| Repair Occupations                     |           |
| 23010 - Aerospace Structural Welder    | 26.82     |
| 23019 - Aircraft Logs and Records      | 23.29     |
| Technician                             | _ , _ ,   |
| 23021 - Aircraft Mechanic I            | 25.80     |
| 23022 - Aircraft Mechanic II           | 26.82     |
| 23023 - Aircraft Mechanic III          | 27.74     |
|  | - / • / 1 |

| 23040 - Aircraft Mechanic Helper     | 21.36 |
|--------------------------------------|-------|
| 23050 - Aircraft Painter             | 25.00 |
| 23060 - Aircraft Servicer            | 23.29 |
| 23070 - Aircraft Survival Flight     | 25.00 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 24.13 |
| 23091 - Aircrew Life Support         | 24.13 |
| Equipment (ALSE) Mechanic            |       |
| I                                    |       |
| 23092 - Aircrew Life Support         | 25.80 |
| Equipment (ALSE) Mechanic            |       |
| II                                   |       |
| 23110 - Appliance Mechanic           | 24.83 |
| 23120 - Bicycle Repairer             | 21.37 |
| 23125 - Cable Splicer                | 44.41 |
| 23130 - Carpenter Maintenance        | 22.64 |
| 23140 - Carpet Layer                 | 23.80 |
| 23160 - Electrician Maintenance      | 28.43 |
| 23181 - Electronics Technician       | 26.52 |
| Maintenance I                        |       |
| 23182 - Electronics Technician       | 27.65 |
| Maintenance II                       |       |
| 23183 - Electronics Technician       | 28.74 |
| Maintenance III                      |       |
| 23260 - Fabric Worker                | 22.67 |
| 23290 - Fire Alarm System Mechanic   | 24.43 |
| 23310 - Fire Extinguisher Repairer   | 21.37 |
| 23311 - Fuel Distribution System     | 34.74 |
| Mechanic                             |       |
| 23312 - Fuel Distribution System     | 28.77 |
| Operator                             |       |
| 23370 - General Maintenance Worker   | 20.01 |
| 23380 - Ground Support Equipment     | 25.80 |
| Mechanic                             |       |
| 23381 - Ground Support Equipment     | 23.29 |
| Servicer                             |       |
| 23382 - Ground Support Equipment     | 24.13 |
| Worker                               |       |
| 23391 - Gunsmith I                   | 21.37 |
| 23392 - Gunsmith II                  | 23.80 |
| 23393 - Gunsmith III                 | 25.80 |
| 23410 - Heating Ventilation And Air- | 21.95 |
| Conditioning                         |       |
| Mechanic                             | 00.00 |
| 23411 - Heating Ventilation And Air  | 23.06 |
| Contidioning                         |       |
| Mechanic (Research Facility)         | 04 00 |
| 23430 - Heavy Equipment Mechanic     | 24.39 |
| 23440 - Heavy Equipment Operator     | 23.80 |

| 23460 -   | Instrument Mechanic          | 25.80 |
|-----------|------------------------------|-------|
| 23465 -   | Laboratory/Shelter Mechanic  | 24.83 |
| 23470 -   | Laborer                      | 15.15 |
| 23510 -   | Locksmith                    | 24.83 |
| 23530 -   | Machinery Maintenance        | 24.72 |
| Mechanic  | -                            |       |
| 23550 -   | Machinist Maintenance        | 23.04 |
| 23580 -   | Maintenance Trades Helper    | 20.36 |
| 23591 -   | Metrology Technician I       | 25.80 |
| 23592 -   | Metrology Technician II      | 26.82 |
|           | Metrology Technician III     | 27.74 |
| 23640 -   | Millwright                   | 32.96 |
| 23710 -   | Office Appliance Repairer    | 22.59 |
| 23760 -   | Painter Maintenance          | 23.79 |
| 23790 -   | Pipefitter Maintenance       | 28.31 |
|           | Plumber Maintenance          | 26.69 |
| 23820 -   | Pneudraulic Systems Mechanic | 25.80 |
| 23850 -   | _                            | 25.80 |
|           | Scale Mechanic               | 23.80 |
| 23890 -   | Sheet-Metal Worker           | 25.74 |
| Maintenan | ce                           |       |
| 23910 -   | Small Engine Mechanic        | 23.80 |
|           | Telecommunications Mechanic  | 30.86 |
| I         |                              |       |
| 23932 -   | Telecommunications Mechanic  | 32.09 |
| II        |                              |       |
| 23950 -   | Telephone Lineman            | 30.74 |
| 23960 -   | Welder Combination           | 21.28 |
| Maintenan | Ce                           |       |
| 23965 -   | Well Driller                 | 26.30 |
| 23970 -   | Woodcraft Worker             | 25.80 |
| 23980 -   | Woodworker                   | 21.37 |
| 24000 - P | ersonal Needs Occupations    |       |
| 24550 -   | Case Manager                 | 16.60 |
| 24570 -   | Child Care Attendant         | 12.25 |
| 24580 -   | Child Care Center Clerk      | 15.27 |
| 24610 -   | Chore Aide                   | 13.20 |
| 24620 -   | Family Readiness And Support | 16.60 |
| Services  |                              |       |
| Coordin   | ator                         |       |
| 24630 -   | Homemaker                    | 16.60 |
| 25000 - P | lant And System Operations   |       |
| Occupatio | ns                           |       |
| 25010 -   | Boiler Tender                | 27.98 |
| 25040 -   | Sewage Plant Operator        | 26.09 |
| 25070 -   | Stationary Engineer          | 27.98 |
| 25190 -   | Ventilation Equipment Tender | 21.96 |
| 25210 -   |                              |       |
| 25210 -   | Water Treatment Plant        | 26.09 |

|   | .27                             |
|---|---------------------------------|
| <b>27007 - Baggage Inspector</b> 15   | .69                             |
|   | .93                             |
|   | .21                             |
| · · · · · · · · · · · · · · · · · · ·   | .56                             |
|   | .93                             |
|   | .81                             |
|   | . 69                            |
|   | .56                             |
|   | .94                             |
|   |                                 |
|   | .94                             |
| 28000 - Recreation Occupations  | 26                              |
|   | .36                             |
|   | .21                             |
|   | .42                             |
|   | .03                             |
| -   | .17                             |
| <b>28350 - Park Attendant (Aide)</b> 17   | .93                             |
| <b>28510 - Recreation Aide/Health</b> 13  | .08                             |
| Facility Attendant  |                                 |
| 28515 - Recreation Specialist 22  | .21                             |
| <b>28630 - Sports Official</b> 14   | .27                             |
| 28690 - Swimming Pool Operator 18   | .06                             |
| 29000 - Stevedoring/Longshoremen  |                                 |
| Occupational Services   |                                 |
| 29010 - Blocker And Bracer 23   | .80                             |
| <b>29020 - Hatch Tender</b> 23  | .80                             |
| <b>29030 - Line Handler</b> 23  | .80                             |
| <b>29041 - Stevedore I</b> 22   | . 67                            |
|   | .83                             |
| 30000 - Technical Occupations   |                                 |
|   | .76                             |
| Specialist Center (HFO)   |                                 |
| -   | .80                             |
| Specialist Station (HFO)  |                                 |
| -   | .71                             |
| Specialist Terminal (HFO) (see 2)   | • / ⊥                           |
|   | .52                             |
| -   | .95                             |
|   |                                 |
| 30023 - Archaological Tochnician III 25   |                                 |
| <b>30023 - Archeological Technician III</b> 25<br><b>30030 - Cartographic Technician</b> 25   | QЛ                              |
| 30030 - Cartographic Technician 25  | .84                             |
| 30030 - Cartographic Technician2530040 - Civil Engineering Technician25   | .55                             |
| 30030 - Cartographic Technician2530040 - Civil Engineering Technician2530051 - Cryogenic Technician I28   | .55<br>.63                      |
| 30030 - Cartographic Technician2530040 - Civil Engineering Technician2530051 - Cryogenic Technician I2830052 - Cryogenic Technician II31  | .55<br>.63<br>.63               |
| 30030 - Cartographic Technician2530040 - Civil Engineering Technician2530051 - Cryogenic Technician I2830052 - Cryogenic Technician II3130061 - Drafter/CAD Operator I20  | .55<br>.63<br>.63<br>.52        |
| 30030 - Cartographic Technician2530040 - Civil Engineering Technician2530051 - Cryogenic Technician I2830052 - Cryogenic Technician II3130061 - Drafter/CAD Operator I2030062 - Drafter/CAD Operator II22                                   | .55<br>.63<br>.63<br>.52<br>.95 |
| 30030 - Cartographic Technician2530040 - Civil Engineering Technician2530051 - Cryogenic Technician I2830052 - Cryogenic Technician II3130061 - Drafter/CAD Operator I2030062 - Drafter/CAD Operator II2230063 - Drafter/CAD Operator III23 | .55<br>.63<br>.63<br>.52        |

|  | 10 15 |
|--|-------|
| 30081 - Engineering Technician I                 | 19.15 |
| 30082 - Engineering Technician II                | 21.49 |
| 30083 - Engineering Technician III               | 24.04 |
| 30084 - Engineering Technician IV                | 29.79 |
| 30085 - Engineering Technician V                 | 36.44 |
| 30086 - Engineering Technician VI                | 37.46 |
| 30090 - Environmental Technician                 | 23.79 |
| 30095 - Evidence Control Specialist              | 24.62 |
| 30210 - Laboratory Technician                    | 22.15 |
| 30221 - Latent Fingerprint                       | 28.63 |
| Technician I                                     |       |
| 30222 - Latent Fingerprint                       | 31.63 |
| Technician II                                    |       |
| 30240 - Mathematical Technician                  | 25.84 |
| 30361 - Paralegal/Legal Assistant I              | 18.59 |
| 30362 - Paralegal/Legal Assistant II             | 23.03 |
| 30363 - Paralegal/Legal Assistant                | 28.17 |
| III  |       |
| 30364 - Paralegal/Legal Assistant IV             | 34.08 |
| 30375 - Petroleum Supply Specialist              | 30.12 |
| 30390 - Photo-Optics Technician                  | 25.84 |
| 30395 - Radiation Control Technician             | 30.12 |
| 30461 - Technical Writer I                       | 24.24 |
| 30462 - Technical Writer II                      | 29.66 |
| 30463 - Technical Writer III                     | 36.39 |
| 30491 - Unexploded Ordnance (UXO)                | 26.54 |
| Technician I                                     |       |
| 30492 - Unexploded Ordnance (UXO)                | 32.11 |
| Technician II                                    |       |
| 30493 - Unexploded Ordnance (UXO)                | 38.49 |
| Technician III                                   |       |
| 30494 - Unexploded (UXO) Safety                  | 26.54 |
| Escort   |       |
| 30495 - Unexploded (UXO) Sweep                   | 26.54 |
| Personnel  |       |
| 30501 - Weather Forecaster I                     | 28.63 |
| 30502 - Weather Forecaster II                    | 34.83 |
| <b>30620 - Weather Observer Combined</b> (see 2) | 23.26 |
| Upper Air Or                                     |       |
| Surface Programs                                 |       |
| <b>30621 - Weather Observer Senior</b> (see 2)   | 25.84 |
| 31000 - Transportation/Mobile                    | 20.01 |
| Equipment Operation Occupations                  |       |
| 31010 - Airplane Pilot                           | 32.11 |
| 31020 - Bus Aide                                 | 15.94 |
| 31030 - Bus Driver                               | 20.44 |
| 31043 - Driver Courier                           | 16.62 |
|  | 12.30 |
| 31260 - Parking and Lot Attendant                | 12.30 |
| 31290 - Shuttle Bus Driver                       | 17.39 |

| 31310 - Taxi Driver                 | 14.71 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 17.39 |
| 31362 - Truckdriver Medium          | 20.24 |
| 31363 - Truckdriver Heavy           | 22.34 |
| 31364 - Truckdriver Tractor-Trailer | 22.34 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.66 |
| 99030 - Cashier                     | 12.28 |
| 99050 - Desk Clerk                  | 12.32 |
| 99095 - Embalmer                    | 33.78 |
| 99130 - Flight Follower             | 26.54 |
| 99251 - Laboratory Animal Caretaker | 15.92 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 16.80 |
| II                                  |       |
| 99260 - Marketing Analyst           | 29.91 |
| 99310 - Mortician                   | 33.78 |
| 99410 - Pest Controller             | 23.70 |
| 99510 - Photofinishing Worker       | 13.95 |
| 99710 - Recycling Laborer           | 18.36 |
| 99711 - Recycling Specialist        | 21.04 |
| 99730 - Refuse Collector            | 17.01 |
| 99810 - Sales Clerk                 | 12.77 |
| 99820 - School Crossing Guard       | 12.16 |
| 99830 - Survey Party Chief          | 21.53 |
| 99831 - Surveying Aide              | 11.12 |
| 99832 - Surveying Technician        | 17.48 |
| 99840 - Vending Machine Attendant   | 16.18 |
| 99841 - Vending Machine Repairer    | 18.98 |
| 99842 - Vending Machine Repairer    | 16.25 |
| Helper                              |       |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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 SCAcovered 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4181

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Director REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4181 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 York

Area: New York Counties of Genesee Schuyler Seneca Steuben

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 15.18 |
| 01012 - Accounting Clerk II        |          | 17.05 |
| 01013 - Accounting Clerk III       |          | 19.07 |
| 01020 - Administrative Assistant   |          | 30.42 |
| 01035 - Court Reporter             |          | 22.64 |
| 01041 - Customer Service           |          | 13.40 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 14.62 |
| Representative II                  |          |       |

| 01043 - Customer Service               | 16.42      |
|--|------------|
| Representative III                     |            |
| 01051 - Data Entry Operator I          | 14.91      |
| 01052 - Data Entry Operator II         | 16.27      |
| 01060 - Dispatcher Motor Vehicle       | 18.96      |
| 01070 - Document Preparation Clerk     | 15.46      |
| 01090 - Duplicating Machine Operator   | 15.46      |
| 01111 - General Clerk I                | 13.57      |
| 01112 - General Clerk II               | 14.61      |
| 01113 - General Clerk III              | 16.40      |
| 01120 - Housing Referral Assistant     | 21.65      |
| 01141 - Messenger Courier              | 13.62      |
| 01191 - Order Clerk I                  | 15.92      |
| 01192 - Order Clerk II                 | 17.66      |
| 01261 - Personnel Assistant            | 17.77      |
| (Employment) I                         |            |
| 01262 - Personnel Assistant            | 19.87      |
| (Employment) II                        |            |
| 01263 - Personnel Assistant            | 22.15      |
| (Employment) III                       |            |
| 01270 - Production Control Clerk       | 23.11      |
| 01290 - Rental Clerk                   | 14.97      |
| 01300 - Scheduler Maintenance          | 17.37      |
| 01311 - Secretary I                    | 17.37      |
| 01312 - Secretary II                   | 19.42      |
| 01313 - Secretary III                  | 21.65      |
| 01320 - Service Order Dispatcher       | 16.95      |
| 01410 - Supply Technician              | 30.42      |
| 01420 - Survey Worker                  | 17.04      |
| 01460 - Switchboard                    | 14.53      |
| Operator/Receptionist                  |            |
| 01531 - Travel Clerk I                 | 12.30      |
| 01532 - Travel Clerk II                | 12.99      |
| 01533 - Travel Clerk III               | 13.68      |
| 01611 - Word Processor I               | 14.85      |
| 01612 - Word Processor II              | 16.68      |
| 01613 - Word Processor III             | 18.65      |
| 05000 - Automotive Service Occupations |            |
| 05005 - Automobile Body Repairer       | 22.14      |
| Fiberglass                             |            |
| 05010 - Automotive Electric            | cian 19.24 |
| 05040 - Automotive Glass Installer     | 18.40      |
| 05070 - Automotive Worker              | 18.40      |
| 05110 - Mobile Equipment Servicer      | 16.67      |
| 05130 - Motor Equipment Metal          | 20.13      |
| Mechanic                               |            |
| 05160 - Motor Equipment Metal Worker   | 18.40      |
| 05190 - Motor Vehicle Mechanic         | 20.13      |

| 05220 - Motor Vehicle Mechanic                                   | 15.74 |
|--|-------|
| Helper   | 17.52 |
| 05250 - Motor Vehicle Upholstery                                 | 1/.52 |
| Worker<br>05280 - Motor Vehicle Wrecker                          | 18.40 |
| 05280 - Motor Venicle Wrecker<br>05310 - Painter Automotive      | 19.24 |
|  | 19.24 |
| 05340 - Radiator Repair Specialist                               | 14.97 |
| 05370 - Tire Repairer  |       |
| 05400 - Transmission Repair                                      | 20.13 |
| Specialist   |       |
| 07000 - Food Preparation And Service<br>Occupations              |       |
| 07010 - Baker  | 14.58 |
| 07010 - Baker<br>07041 - Cook I                                  | 15.69 |
| 07041 - Cook I<br>07042 - Cook II                                | 17.48 |
| 07042 - COOK II<br>07070 - Dishwasher                            | 17.40 |
| 07070 - Dishwasher<br>07130 - Food Service Worker                | 12.16 |
| 07130 - Food Service Worker<br>07210 - Meat Cutter               | 12.66 |
|  | 13.65 |
| 07260 - Waiter/Waitress<br>09000 - Furniture Maintenance And     | 13.05 |
|  |       |
| Repair Occupations   | 19.67 |
| 09010 - Electrostatic Spray Painter<br>09040 - Furniture Handler | 19.67 |
| 09040 - Furniture Handler<br>09080 - Furniture Refinisher        | 12.95 |
|  |       |
| 09090 - Furniture Refinisher Helper                              | 14.89 |
| 09110 - Furniture Repairer Minor                                 | 21.64 |
| 09130 - Upholsterer<br>11000 - General Services And Support      | 21.04 |
| Occupations  |       |
| 11030 - Cleaner Vehicles   | 14.52 |
| 11060 - Elevator Operator  | 13.42 |
| 11090 - Gardener   | 15.36 |
| 11122 - Housekeeping Aide  | 13.42 |
| 11122 - Housekeeping Aide<br>11150 - Janitor                     | 13.42 |
| 11210 - Laborer Grounds Maintenance                              | 13.00 |
| 11240 - Maid or Houseman   | 12.27 |
| 11240 - Pruner   | 12.03 |
| 11270 - Tractor Operator   | 14.85 |
| 11330 - Trail Maintenance Worker                                 | 13.00 |
| 11360 - Window Cleaner   | 14.49 |
| 12000 - Health Occupations                                       | 11.17 |
| 12010 - Ambulance Driver   | 20.37 |
| 12010 - Breath Alcohol Technician                                | 20.37 |
| 12012 - Certified Occupational                                   | 24.51 |
| Therapist Assistant  | 21.01 |
| 12015 - Certified Physical Therapist                             | 24.17 |
| Assistant  | ∠⊐•⊥/ |
| 12020 - Dental Assistant   | 18.41 |
| 12025 - Dental Hygienist   | 33.56 |
| Denout mygtempt  |       |

| 12030 - EKG Technician                              | 27.79    |
|---|----------|
| 12035 - Electroneurodiagnostic                      | 27.79    |
| Technologist  |          |
| 12040 - Emergency Medical Technician                | 20.37    |
| 12071 - Licensed Practical Nurse I                  | 18.19    |
| 12072 - Licensed Practical Nurse II                 | 20.43    |
| 12073 - Licensed Practical Nurse III                | 22.77    |
| 12100 - Medical Assistant                           | 14.69    |
| 12130 - Medical Laboratory                          | 24.27    |
| Technician  |          |
| 12160 - Medical Record Clerk                        | 18.71    |
| 12190 - Medical Record Technician                   | 20.92    |
| 12195 - Medical Transcriptionist                    | 17.70    |
| 12210 - Nuclear Medicine                            | 42.44    |
| Technologist  | 12 • 1 1 |
| 12221 - Nursing Assistant I                         | 12.61    |
| 12222 - Nursing Assistant II                        | 14.17    |
| 12223 - Nursing Assistant III                       | 15.46    |
| 12224 - Nursing Assistant IV                        | 17.37    |
| 12235 - Optical Dispenser                           | 27.45    |
| 12236 - Optical Technician                          | 17.36    |
|   | 14.13    |
| 12250 - Pharmacy Technician<br>12280 - Phlebotomist |          |
|   | 14.82    |
| 12305 - Radiologic Technologist                     | 24.46    |
| 12311 - Registered Nurse I                          | 25.73    |
| 12312 - Registered Nurse II                         | 31.48    |
| 12313 - Registered Nurse II                         | 31.48    |
| Specialist  | 0.0.1.0  |
| 12314 - Registered Nurse III                        | 38.10    |
| 12315 - Registered Nurse III                        | 38.10    |
| Anesthetist   |          |
| 12316 - Registered Nurse IV                         | 45.65    |
| 12317 - Scheduler (Drug and Alcohol                 | 25.23    |
| Testing)  |          |
| 12320 - Substance Abuse Treatment                   | 23.64    |
| Counselor   |          |
| 13000 - Information And Arts                        |          |
| Occupations   |          |
| 13011 - Exhibits Specialist I                       | 20.45    |
| 13012 - Exhibits Specialist II                      | 25.17    |
| 13013 - Exhibits Specialist III                     | 28.17    |
| 13041 - Illustrator I                               | 20.34    |
| 13042 - Illustrator II                              | 25.04    |
| 13043 - Illustrator III                             | 28.17    |
| 13047 - Librarian                                   | 25.50    |
| 13050 - Library Aide/Clerk                          | 12.54    |
| 13054 - Library Information                         | 23.03    |
| -   |          |
| Technology Systems                                  |          |

| 13058 - Library Technician                          | 15.07   |
|---|---------|
| 13061 - Media Specialist I                          | 16.62   |
| 13062 - Media Specialist II                         | 18.60   |
| 13063 - Media Specialist III                        | 20.73   |
| 13071 - Photographer I                              | 16.25   |
| 13072 - Photographer II                             | 18.60   |
| 13072 - Photographer II<br>13073 - Photographer III | 23.03   |
| 13073 - Photographer III<br>13074 - Photographer IV | 26.40   |
|   |         |
| 13075 - Photographer V                              | 31.79   |
| 13090 - Technical Order Library                     | 18.60   |
| Clerk   | 1 7 0 0 |
| 13110 - Video Teleconference                        | 17.83   |
| Technician  |         |
| 14000 - Information Technology                      |         |
| Occupations   |         |
| 14041 - Computer Operator I                         | 18.19   |
| 14042 - Computer Operator II                        | 20.16   |
| 14043 - Computer Operator III                       | 22.48   |
| 14044 - Computer Operator IV                        | 25.20   |
| 14045 - Computer Operator V                         | 27.91   |
| 14071 - Computer Programmer I (see 1)               | 24.12   |
| 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                        | 18.19   |
| Operator  | 10.19   |
| 14160 - Personal Computer Support                   | 25.20   |
| Technician  | 20.20   |
| 14170 - System Support Specialist                   | 28.44   |
|   | 20.44   |
| 15000 - Instructional Occupations                   | 20 76   |
| 15010 - Aircrew Training Devices                    | 28.76   |
| Instructor (Non-Rated)                              |         |
| 15020 - Aircrew Training Devices                    | 34.78   |
| Instructor (Rated)                                  |         |
| 15030 - Air Crew Training Devices                   | 41.67   |
| Instructor (Pilot)                                  |         |
| 15050 - Computer Based Training                     | 30.38   |
| Specialist / Instructor                             |         |
| 15060 - Educational Technologist                    | 34.14   |
| 15070 - Flight Instructor (Pilot)                   | 41.67   |
| 15080 - Graphic Artist                              | 21.73   |
| 15085 - Maintenance Test Pilot Fixed                | 40.40   |
| Jet/Prop  |         |
| 15086 - Maintenance Test Pilot                      | 40.40   |
| Rotary Wing   |         |

| 15088 - Non-Maintenance Test/Co-       | 40.40 |
|--|-------|
| Pilot                                  |       |
| 15090 - Technical Instructor           | 22.88 |
| 15095 - Technical Instructor/Course    | 27.97 |
| Developer                              |       |
| 15110 - Test Proctor                   | 18.46 |
| 15120 - Tutor                          | 18.46 |
| 16000 - Laundry Dry-Cleaning Pressing  |       |
| And Related Occupations                |       |
| 16010 - Assembler                      | 13.67 |
| 16030 - Counter Attendant              | 13.67 |
| 16040 - Dry Cleaner                    | 15.62 |
| 16070 - Finisher Flatwork Machine      | 13.67 |
| 16090 - Presser Hand                   | 13.67 |
| 16110 - Presser Machine Drycleaning    | 13.67 |
| 16130 - Presser Machine Shirts         | 13.67 |
| 16160 - Presser Machine Wearing        | 13.67 |
| Apparel Laundry                        |       |
| 16190 - Sewing Machine Operator        | 16.27 |
| 16220 - Tailor                         | 16.92 |
| 16250 - Washer Machine                 | 14.32 |
| 19000 - Machine Tool Operation And     | 11101 |
| Repair Occupations                     |       |
| 19010 - Machine-Tool Operator (Tool    | 20.07 |
| Room)                                  |       |
| 19040 - Tool And Die Maker             | 23.22 |
| 21000 - Materials Handling And Packing |       |
| Occupations                            |       |
| 21020 - Forklift Operator              | 19.78 |
| 21030 - Material Coordinator           | 23.11 |
| 21040 - Material Expediter             | 23.11 |
| 21050 - Material Handling Laborer      | 15.15 |
| 21071 - Order Filler                   | 15.36 |
| 21080 - Production Line Worker (Food   | 19.78 |
| Processing)                            |       |
| 21110 - Shipping Packer                | 18.44 |
| 21130 - Shipping/Receiving Clerk       | 18.44 |
| 21140 - Store Worker I                 | 16.61 |
| 21150 - Stock Clerk                    | 20.93 |
| 21210 - Tools And Parts Attendant      | 19.78 |
| 21410 - Warehouse Specialist           | 19.78 |
| 23000 - Mechanics And Maintenance And  |       |
| Repair Occupations                     |       |
| 23010 - Aerospace Structural Welder    | 26.82 |
| 23019 - Aircraft Logs and Records      | 22.67 |
| Technician                             |       |
| 23021 - Aircraft Mechanic I            | 25.80 |
| 23022 - Aircraft Mechanic II           | 26.82 |
| 23023 - Aircraft Mechanic III          | 27.74 |
|  |       |

| 23040 - Aircraft Mechanic Helper          | 20.25 |
|---|-------|
| 23050 - Aircraft Painter                  | 24.83 |
| 23060 - Aircraft Servicer                 | 22.67 |
| 23070 - Aircraft Survival Flight          | 24.83 |
| Equipment Technician                      | 21.00 |
| 23080 - Aircraft Worker                   | 23.80 |
|   |       |
| 23091 - Aircrew Life Support              | 23.80 |
| Equipment (ALSE) Mechanic                 |       |
| I   |       |
| 23092 - Aircrew Life Support              | 25.80 |
| Equipment (ALSE) Mechanic                 |       |
| II  |       |
| 23110 - Appliance Mechanic                | 24.83 |
| 23120 - Bicycle Repairer                  | 21.37 |
| 23125 - Cable Splicer                     | 44.41 |
| 23130 - Carpenter Maintenance             | 22.64 |
| 23140 - Carpet Layer                      | 23.80 |
| 23160 - Electrician Maintenance           | 28.43 |
| 23180 - Electronics Technician            | 26.43 |
| Maintenance I                             | 20.52 |
|   |       |
| 23182 - Electronics Technician            | 27.65 |
| Maintenance II                            |       |
| 23183 - Electronics Technician            | 28.74 |
| Maintenance III                           |       |
| 23260 - Fabric Worker                     | 22.67 |
| 23290 - Fire Alarm System Mechanic        | 23.85 |
| 23310 - Fire Extinguisher Repairer        | 21.37 |
| 23311 - Fuel Distribution System          | 34.74 |
| Mechanic                                  |       |
| 23312 - Fuel Distribution System          | 28.77 |
| Operator                                  |       |
| -<br>23370 - General Maintenance Worker   | 19.57 |
| 23380 - Ground Support Equipment          | 25.80 |
| Mechanic                                  | 20.00 |
| 23381 - Ground Support Equipment          | 22.67 |
| Servicer                                  | 22.07 |
| 23382 - Ground Support Equipment          | 23.80 |
| Worker                                    | 23.00 |
| 23391 - Gunsmith I                        | 21.37 |
| 23391 - Gunsmith I<br>23392 - Gunsmith II | 23.80 |
|   |       |
| 23393 - Gunsmith III                      | 25.80 |
| 23410 - Heating Ventilation And Air-      | 21.95 |
| Conditioning                              |       |
| Mechanic                                  |       |
| 23411 - Heating Ventilation And Air       | 22.82 |
| Contidioning                              |       |
| Mechanic (Research Facility)              |       |
| 23430 - Heavy Equipment Mechanic          | 24.39 |
| 23440 - Heavy Equipment Operator          | 23.13 |
|   |       |

| 23460 -                                  | Instrument Mechanic   | 25.80          |
|--|---|----------------|
| 23465 -                                  | Laboratory/Shelter Mechanic   | 24.83          |
|  | Laborer   | 15.15          |
| 23510 -                                  | Locksmith   | 24.83          |
| 23530 -                                  | Machinery Maintenance   | 24.72          |
| Mechanic                                 |   |                |
| 23550 -                                  | Machinist Maintenance   | 23.04          |
| 23580 -                                  | Maintenance Trades Helper   | 20.11          |
| 23591 -                                  | Metrology Technician I  | 25.80          |
| 23592 -                                  | Metrology Technician II   | 26.82          |
| 23593 -                                  | Metrology Technician III  | 27.74          |
| 23640 -                                  | Millwright  | 25.80          |
| 23710 -                                  | Office Appliance Repairer   | 22.59          |
| 23760 -                                  | Painter Maintenance   | 21.64          |
| 23790 -                                  | Pipefitter Maintenance  | 28.47          |
| 23810 -                                  | Plumber Maintenance   | 26.14          |
| 23820 -                                  | Pneudraulic Systems Mechanic  | 25.80          |
| 23850 -                                  | Rigger  | 25.80          |
|  | Scale Mechanic  | 23.80          |
| 23890 -                                  | Sheet-Metal Worker  | 25.74          |
| Maintenan                                | ce  |                |
| 23910 -                                  | Small Engine Mechanic   | 23.80          |
|  | Telecommunications Mechanic   | 30.86          |
| I  |   |                |
| 23932 -                                  | Telecommunications Mechanic   | 32.09          |
| II                                       |   |                |
| 23950 -                                  | Telephone Lineman   | 30.74          |
| 23960 -                                  | Welder Combination  | 20.58          |
| Maintenan                                | ce  |                |
| 23965 -                                  | Well Driller  | 25.80          |
| 23970 -                                  | Woodcraft Worker  | 25.80          |
| 23980 -                                  | Woodworker  | 21.37          |
| 24000 - P                                | ersonal Needs Occupations   |                |
| 24550 -                                  | Case Manager  | 16.60          |
| 24570 -                                  | Child Care Attendant  | 12.25          |
| 24580 -                                  | Child Care Center Clerk   | 15.27          |
| 24610 -                                  | Chore Aide  | 13.20          |
| 24620 -                                  | Family Readiness And Support  | 16.60          |
| Services                                 |   |                |
| Coordin                                  | ator  |                |
| 24630 -                                  | Homemaker   | 16.60          |
| 25000 - P                                |   |                |
|  | lant And System Operations  |                |
| Occupatio                                |   |                |
| -  |   | 27.98          |
| 25010 -                                  | ns  | 27.98<br>26.09 |
| 25010 -<br>25040 -                       | ns<br>Boiler Tender   |                |
| 25010 -<br>25040 -<br>25070 -            | ns<br>Boiler Tender<br>Sewage Plant Operator                        | 26.09          |
| 25010 -<br>25040 -<br>25070 -<br>25190 - | ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 26.09<br>27.98 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 21.27 |
| 27007 - Baggage Inspector              |      |    | 16.13 |
| 27008 - Corrections Officer            |      |    | 30.93 |
| 27010 - Court Security Officer         |      |    | 29.21 |
| 27030 - Detection Dog Handler          |      |    | 18.54 |
| 27040 - Detention Officer              |      |    | 30.93 |
| 27070 - Firefighter                    |      |    | 27.81 |
| 27101 - Guard I                        |      |    | 16.13 |
| 27102 - Guard II                       |      |    | 18.54 |
| 27131 - Police Officer I               |      |    | 26.66 |
| 27132 - Police Officer II              |      |    | 29.62 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 15.36 |
| 28042 - Carnival Equipment Repairer    |      |    | 16.21 |
| 28043 - Carnival Worker                |      |    | 12.42 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 16.03 |
| 28310 - Lifequard                      |      |    | 12.17 |
| 28350 - Park Attendant (Aide)          |      |    | 17.93 |
| 28510 - Recreation Aide/Health         |      |    | 13.08 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 22.21 |
| 28630 - Sports Official                |      |    | 14.27 |
| 28690 - Swimming Pool Operator         |      |    | 19.40 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 26.13 |
| 29020 - Hatch Tender                   |      |    | 26.13 |
| 29030 - Line Handler                   |      |    | 26.13 |
| 29041 - Stevedore I                    |      |    | 24.72 |
| 29042 - Stevedore II                   |      |    | 27.56 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 41.76 |
| Specialist Center (HFO)                |      |    |       |
| 30011 - Air Traffic Control            | (see | 2) | 28.80 |
| Specialist Station (HFO)               |      |    |       |
| 30012 - Air Traffic Control            |      |    | 31.71 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 18.85 |
| 30022 - Archeological Technician II    |      |    | 21.61 |
| 30023 - Archeological Technician III   |      |    | 26.06 |
| 30030 - Cartographic Technician        |      |    | 26.06 |
| 30040 - Civil Engineering Technician   |      |    | 24.62 |
| 30051 - Cryogenic Technician I         |      |    | 28.88 |
| 30052 - Cryogenic Technician II        |      |    | 31.91 |
| 30061 - Drafter/CAD Operator I         |      |    | 18.85 |
| 30062 - Drafter/CAD Operator II        |      |    | 21.61 |
| 30063 - Drafter/CAD Operator III       |      |    | 23.47 |
| 30064 - Drafter/CAD Operator IV        |      |    | 28.88 |
|  |      |    |       |

|  | 1 0 7 0 |
|--|---------|
| 30081 - Engineering Technician I                 | 16.76   |
| 30082 - Engineering Technician II                | 18.85   |
| 30083 - Engineering Technician III               |         |
| 30084 - Engineering Technician IV                | 27.09   |
| 30085 - Engineering Technician V                 | 31.56   |
| 30086 - Engineering Technician VI                | 36.12   |
| 30090 - Environmental Technician                 | 23.79   |
| 30095 - Evidence Control Specialist              | 24.62   |
| 30210 - Laboratory Technician                    | 22.15   |
| 30221 - Latent Fingerprint                       | 28.88   |
| Technician I                                     | 21 01   |
| 30222 - Latent Fingerprint                       | 31.91   |
| Technician II<br>30240 - Mathematical Technician |         |
|  | 26.54   |
| 30361 - Paralegal/Legal Assistant I              | 20.54   |
| 30362 - Paralegal/Legal Assistant II             | 26.28   |
| 30363 - Paralegal/Legal Assistant                | 32.12   |
|  |         |
| 30364 - Paralegal/Legal Assistant IV             | 38.86   |
| 30375 - Petroleum Supply Specialist              | 30.12   |
| 30390 - Photo-Optics Technician                  | 26.06   |
| 30395 - Radiation Control Technician             | 30.12   |
| 30461 - Technical Writer I                       | 24.24   |
| 30462 - Technical Writer II                      | 29.66   |
| 30463 - Technical Writer III                     | 35.88   |
| 30491 - Unexploded Ordnance (UXO)                | 26.54   |
| Technician I                                     | 00 11   |
| 30492 - Unexploded Ordnance (UXO)                | 32.11   |
| Technician II                                    |         |
| 30493 - Unexploded Ordnance (UXO)                | 38.49   |
| Technician III                                   |         |
| 30494 - Unexploded (UXO) Safety                  | 26.54   |
| Escort   |         |
| 30495 - Unexploded (UXO) Sweep                   | 26.54   |
| Personnel  |         |
| 30501 - Weather Forecaster I                     | 28.88   |
| 30502 - Weather Forecaster II                    | 35.14   |
| <b>30620 - Weather Observer Combined</b> (see 2) | 23.78   |
| Upper Air Or                                     |         |
| Surface Programs                                 |         |
| <b>30621 - Weather Observer Senior</b> (see 2)   | 26.06   |
| 31000 - Transportation/Mobile                    |         |
| Equipment Operation Occupations                  |         |
| 31010 - Airplane Pilot                           | 32.11   |
| 31020 - Bus Aide                                 | 14.40   |
| 31030 - Bus Driver                               | 20.44   |
| 31043 - Driver Courier                           | 15.15   |
| 31260 - Parking and Lot Attendant                | 12.85   |
| 31290 - Shuttle Bus Driver                       | 14.71   |

| 31310 - Taxi Driver                 | 14.25 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 15.53 |
| 31362 - Truckdriver Medium          | 18.07 |
| 31363 - Truckdriver Heavy           | 21.84 |
| 31364 - Truckdriver Tractor-Trailer | 21.84 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 15.66 |
| 99030 - Cashier                     | 12.28 |
| 99050 - Desk Clerk                  | 12.32 |
| 99095 - Embalmer                    | 35.02 |
| 99130 - Flight Follower             | 26.54 |
| 99251 - Laboratory Animal Caretaker | 15.92 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 16.80 |
| II                                  |       |
| 99260 - Marketing Analyst           | 29.91 |
| 99310 - Mortician                   | 35.02 |
| 99410 - Pest Controller             | 22.54 |
| 99510 - Photofinishing Worker       | 13.95 |
| 99710 - Recycling Laborer           | 18.36 |
| 99711 - Recycling Specialist        | 21.04 |
| 99730 - Refuse Collector            | 17.01 |
| 99810 - Sales Clerk                 | 14.74 |
| 99820 - School Crossing Guard       | 12.16 |
| 99830 - Survey Party Chief          | 21.46 |
| 99831 - Surveying Aide              | 13.44 |
| 99832 - Surveying Technician        | 18.45 |
| 99840 - Vending Machine Attendant   | 16.18 |
| 99841 - Vending Machine Repairer    | 18.94 |
| 99842 - Vending Machine Repairer    | 17.91 |
| 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

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 SCAcovered 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 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

# Standard Wage Determination No.: 2015-4183

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director REGISTER OF WAGE DETERMINATIONS UNDER HU.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WAGE AND HOUR DIVISION Wage Determination No.: 2015-4183 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 Jersey

Area: New Jersey Counties of Bergen Passaic

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 19.16 |
| 01012 - Accounting Clerk II        |          | 21.53 |
| 01013 - Accounting Clerk III       |          | 24.07 |
| 01020 - Administrative Assistant   |          | 36.15 |
| 01035 - Court Reporter             |          | 38.34 |
| 01041 - Customer Service           |          | 16.76 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 18.29 |
| Representative II                  |          |       |

| 01043 - Customer Service  | 20.54        |
|---|--------------|
| Representative III  |              |
| 01051 - Data Entry Operator I                                   | 17.08        |
| 01052 - Data Entry Operator II                                  | 18.63        |
| 01060 - Dispatcher Motor Vehicle                                | 25.79        |
| 01070 - Document Preparation Clerk                              | 17.13        |
| 01090 - Duplicating Machine Operator                            | 17.13        |
| 01111 - General Clerk I   | 15.53        |
| 01112 - General Clerk II  | 17.49        |
| 01113 - General Clerk III<br>01100 - Wanging Defensel Desistant | 19.02        |
| 01120 - Housing Referral Assistant                              | 26.92        |
| 01141 - Messenger Courier<br>01191 - Order Clerk I              | 16.63        |
|   | 17.78        |
| 01192 - Order Clerk II  | 21.37        |
| 01261 - Personnel Assistant                                     | 18.96        |
| (Employment) I<br>01262 - Personnel Assistant                   | 21.22        |
|   | 21.22        |
| (Employment) II<br>01263 - Personnel Assistant                  | 23.66        |
| (Employment) III  | 23.00        |
| 01270 - Production Control Clerk                                | 25.78        |
| 01290 - Rental Clerk  | 18.04        |
| 01290 - Rental Clerk<br>01300 - Scheduler Maintenance           | 21.57        |
| 01311 - Secretary I   | 21.57        |
| 01312 - Secretary II  | 21.37        |
| -   | 24.82        |
| 01313 - Secretary III<br>01320 - Service Order Dispatcher       | 20.44        |
| 01410 - Supply Technician                                       | 36.15        |
| 01420 - Survey Worker   | 21.68        |
| 01420 - Suivey Worker<br>01460 - Switchboard                    | 17.45        |
| Operator/Receptionist   | 11.45        |
| 01531 - Travel Clerk I  | 17.80        |
| 01532 - Travel Clerk II   | 19.28        |
| 01532 - Travel Clerk III  | 20.93        |
| 01611 - Word Processor I  | 17.91        |
| 01612 - Word Processor II                                       | 20.12        |
| 01613 - Word Processor III                                      | 22.50        |
| 05000 - Automotive Service Occupations                          | 22.00        |
| 05005 - Automobile Body Repairer                                | 26.89        |
| Fiberglass  | 20.09        |
| 5   | rician 28.50 |
| 05040 - Automotive Glass Installer                              | 27.31        |
| 05070 - Automotive Worker                                       | 27.31        |
| 05110 - Mobile Equipment Servicer                               | 24.42        |
| 05130 - Motor Equipment Metal                                   | 29.68        |
| Mechanic  |              |
| 05160 - Motor Equipment Metal Worker                            | 27.31        |
| 05190 - Motor Vehicle Mechanic                                  | 29.68        |

| 05220 - Motor Vehicle Mechanic                                | 23.29       |
|---|-------------|
| Helper  | $0 \in 1 0$ |
| 05250 - Motor Vehicle Upholstery                              | 26.12       |
| Worker<br>05280 - Motor Vehicle Wrecker                       | 07 01       |
|   | 27.31       |
| 05310 - Painter Automotive                                    | 28.50       |
| 05340 - Radiator Repair Specialist                            | 27.31       |
| 05370 - Tire Repairer   | 16.34       |
| 05400 - Transmission Repair                                   | 29.68       |
| Specialist  |             |
| 07000 - Food Preparation And Service                          |             |
| Occupations<br>07010 - Baker                                  | 18.55       |
| 07041 - Cook I  |             |
| 07041 - Cook I<br>07042 - Cook II                             | 18.13       |
| 07042 - COOK II<br>07070 - Dishwasher                         | 13.78       |
| 07070 - Disnwasner<br>07130 - Food Service Worker             | 13.78       |
|   |             |
| 07210 - Meat Cutter   | 19.20       |
| 07260 - Waiter/Waitress<br>09000 - Furniture Maintenance And  | 15.14       |
|   |             |
| Repair Occupations  | 00 17       |
| 09010 - Electrostatic Spray Painter                           | 20.17       |
| 09040 - Furniture Handler                                     | 15.44       |
| 09080 - Furniture Refinisher                                  | 20.17       |
| 09090 - Furniture Refinisher Helper                           | 16.94       |
| 09110 - Furniture Repairer Minor                              | 18.54       |
| 09130 - Upholsterer   | 20.17       |
| 11000 - General Services And Support                          |             |
| Occupations<br>11030 - Cleaner Vehicles                       | 15.24       |
| 11060 - Elevator Operator                                     | 17.27       |
| 11090 - Gardener  | 21.29       |
| 11122 - Housekeeping Aide                                     | 17.27       |
| 11122 - Housekeeping Aide<br>11150 - Janitor                  | 17.27       |
| 11210 - Laborer Grounds Maintenance                           | 17.51       |
| 11240 - Maid or Houseman                                      | 15.74       |
| 11240 - Pruner  | 16.27       |
| 11270 - Tractor Operator                                      | 20.04       |
| 11330 - Trail Maintenance Worker                              | 17.51       |
| 11360 - Window Cleaner  | 18.59       |
| 12000 - Health Occupations                                    | 10.00       |
| 12000 - Ambulance Driver                                      | 23.95       |
| 12010 - Amburance Driver<br>12011 - Breath Alcohol Technician | 23.95       |
| 12012 - Certified Occupational                                | 33.97       |
| Therapist Assistant   | 55.51       |
| 12015 - Certified Physical Therapist                          | 30.02       |
| Assistant   | 50.02       |
| 12020 - Dental Assistant                                      | 21.30       |
| 12025 - Dental Hygienist                                      | 47.43       |
|   | - · • - J   |

| 12030 - EKG Technician  | 35.71 |
|---|-------|
| 12035 - Electroneurodiagnostic                                | 35.71 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                          | 23.95 |
| 12071 - Licensed Practical Nurse I                            | 22.28 |
| 12072 - Licensed Practical Nurse II                           | 24.91 |
| 12073 - Licensed Practical Nurse III                          | 27.77 |
| 12100 - Medical Assistant                                     | 18.71 |
| 12130 - Medical Laboratory                                    | 34.18 |
| Technician  |       |
| 12160 - Medical Record Clerk                                  | 22.19 |
| 12190 - Medical Record Technician                             | 24.81 |
| 12195 - Medical Transcriptionist                              | 21.99 |
| 12210 - Nuclear Medicine                                      | 44.71 |
| Technologist  | -     |
| 12221 - Nursing Assistant I                                   | 13.95 |
| 12222 - Nursing Assistant II                                  | 15.69 |
| 12223 - Nursing Assistant III                                 | 20.01 |
| 12224 - Nursing Assistant IV                                  | 19.23 |
| 12235 - Optical Dispenser                                     | 28.70 |
| 12236 - Optical Technician                                    | 18.46 |
| 12250 - Pharmacy Technician                                   | 17.20 |
| 12280 - Phlebotomist  | 20.69 |
| 12305 - Radiologic Technologist                               | 37.34 |
| 12303 - Radiologic lecimologist<br>12311 - Registered Nurse I | 32.76 |
| -   |       |
| 12312 - Registered Nurse II                                   | 38.41 |
| 12313 - Registered Nurse II                                   | 38.41 |
| Specialist  | 10 20 |
| 12314 - Registered Nurse III                                  | 49.39 |
| 12315 - Registered Nurse III                                  | 49.39 |
| Anesthetist   |       |
| 12316 - Registered Nurse IV                                   | 59.22 |
| 12317 - Scheduler (Drug and Alcohol                           | 30.85 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment                             | 27.76 |
| Counselor   |       |
| 13000 - Information And Arts                                  |       |
| Occupations   |       |
| 13011 - Exhibits Specialist I                                 | 27.27 |
| 13012 - Exhibits Specialist II                                | 33.78 |
| 13013 - Exhibits Specialist III                               | 41.32 |
| 13041 - Illustrator I   | 26.16 |
| 13042 - Illustrator II  | 32.88 |
| 13043 - Illustrator III                                       | 39.64 |
| 13047 - Librarian   | 37.25 |
| 13050 - Library Aide/Clerk                                    | 16.95 |
| 13054 - Library Information                                   | 32.65 |
| Technology Systems  |       |
| Administrator   |       |

| 13058 - Library Technician                                  | 25.62   |
|---|---------|
| 13061 - Media Specialist I                                  | 23.57   |
| 13062 - Media Specialist II                                 | 26.35   |
| 13063 - Media Specialist II<br>13063 - Media Specialist III | 29.39   |
| 13071 - Photographer I                                      | 29.39   |
|   | 24.10   |
| 13072 - Photographer II<br>12073 - Dhotographer III         |         |
| 13073 - Photographer III                                    | 32.88   |
| 13074 - Photographer IV                                     | 36.91   |
| 13075 - Photographer V                                      | 50.36   |
| 13090 - Technical Order Library                             | 21.29   |
| Clerk   | 0 - 0 0 |
| 13110 - Video Teleconference                                | 27.98   |
| Technician  |         |
| 14000 - Information Technology                              |         |
| Occupations   |         |
| 14041 - Computer Operator I                                 | 20.90   |
| 14042 - Computer Operator II                                | 23.39   |
| 14043 - Computer Operator III                               | 26.08   |
| 14044 - Computer Operator IV                                | 29.36   |
| 14045 - Computer Operator V                                 | 32.09   |
| 14071 - Computer Programmer I (see 1)                       | 27.56   |
| 14072 - Computer Programmer II (see 1)                      |         |
| 14073 - Computer Programmer III (see 1)                     |         |
| 14074 - Computer Programmer IV (see 1)                      |         |
| 14101 - Computer Systems Analyst I (see 1)                  |         |
| 14102 - Computer Systems Analyst II (see 1)                 |         |
| 14103 - Computer Systems Analyst III (see 1)                |         |
| 14150 - Peripheral Equipment                                | 20.90   |
| Operator  | 20000   |
| 14160 - Personal Computer Support                           | 29.36   |
| Technician  | 23.00   |
| 14170 - System Support Specialist                           | 40.56   |
| 15000 - Instructional Occupations                           | 10.00   |
| 15010 - Aircrew Training Devices                            | 39.54   |
| Instructor (Non-Rated)                                      | 59.54   |
| 15020 - Aircrew Training Devices                            | 43.75   |
| _   | 43.73   |
| Instructor (Rated)  |         |
| 15030 - Air Crew Training Devices                           | 52.46   |
| Instructor (Pilot)  | 00 54   |
| 15050 - Computer Based Training                             | 39.54   |
| Specialist / Instructor                                     |         |
| 15060 - Educational Technologist                            | 38.23   |
| 15070 - Flight Instructor (Pilot)                           | 52.46   |
| 15080 - Graphic Artist                                      | 32.91   |
| 15085 - Maintenance Test Pilot Fixed                        | 51.99   |
| Jet/Prop  |         |
| 15086 - Maintenance Test Pilot                              | 51.99   |
| Rotary Wing   |         |

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|--|----------------|
| 15088 - Non-Maintenance Test/Co-                             | 51.99          |
| Pilot  |                |
| 15090 - Technical Instructor                                 | 29.88          |
| 15095 - Technical Instructor/Course                          | 36.55          |
| Developer  |                |
| 15110 - Test Proctor   | 24.12          |
| 15120 - Tutor  | 24.12          |
| 16000 - Laundry Dry-Cleaning Pressing                        |                |
| And Related Occupations                                      |                |
| 16010 - Assembler  | 17.13          |
| 16030 - Counter Attendant                                    | 17.13          |
| 16040 - Dry Cleaner  | 19.58          |
| 16070 - Finisher Flatwork Machine                            | 17.13          |
| 16090 - Presser Hand   | 17.13          |
| 16110 - Presser Machine Drycleaning                          | 17.13          |
| 16130 - Presser Machine Shirts                               | 17.13          |
| 16160 - Presser Machine Wearing                              | 17.13          |
| Apparel Laundry  |                |
| 16190 - Sewing Machine Operator                              | 20.39          |
| 16220 - Tailor   | 21.20          |
| 16250 - Washer Machine                                       | 17.94          |
| 19000 - Machine Tool Operation And                           |                |
| Repair Occupations   |                |
| 19010 - Machine-Tool Operator (Tool                          | 25.23          |
| Room)  |                |
| 19040 - Tool And Die Maker                                   | 29.24          |
| 21000 - Materials Handling And Packing                       | 29.21          |
| Occupations  |                |
| 21020 - Forklift Operator                                    | 19.02          |
| 21030 - Material Coordinator                                 | 25.78          |
| 21040 - Material Expediter                                   | 25.78          |
| 21050 - Material Handling Laborer                            | 15.67          |
| 21070 - Order Filler   | 16.41          |
| 21071 - Order Filler<br>21080 - Production Line Worker (Food | 19.02          |
| Processing)  | 19.02          |
| 21110 - Shipping Packer                                      | 18.49          |
| 21110 - Shipping Facker<br>21130 - Shipping/Receiving Clerk  | 18.49          |
| 21130 - Shipping/Receiving Clerk<br>21140 - Store Worker I   | 17.62          |
| 21140 - Store Worker 1<br>21150 - Stock Clerk                | 22.08          |
| 21150 - Stock Clerk<br>21210 - Tools And Parts Attendant     |                |
|  | 19.02          |
| 21410 - Warehouse Specialist                                 | 19.02          |
| 23000 - Mechanics And Maintenance And                        |                |
| Repair Occupations   | 20 62          |
| 23010 - Aerospace Structural Welder                          | 39.63          |
| 23019 - Aircraft Logs and Records                            | 33.40          |
| Technician   | 20 1 1         |
| 23021 - Aircraft Mechanic I                                  | 38.14          |
| 23022 - Aircraft Mechanic II                                 | 00 00          |
| 23022 Aircraft Mechanic III                                  | 39.63<br>41.12 |

| 23040 - Aircraft Mechanic Helper   | 29.68          |
|--|----------------|
| 23050 - Aircraft Painter   | 36.71          |
| 23060 - Aircraft Servicer  | 33.40          |
| 23070 - Aircraft Survival Flight   | 36.71          |
| Equipment Technician   |                |
| 23080 - Aircraft Worker  | 35.20          |
| 23091 - Aircrew Life Support   | 35.20          |
| Equipment (ALSE) Mechanic  |                |
| I  |                |
| 23092 - Aircrew Life Support   | 38.14          |
| Equipment (ALSE) Mechanic  |                |
| II   |                |
| 23110 - Appliance Mechanic   | 23.65          |
| 23120 - Bicycle Repairer   | 16.57          |
| 23125 - Cable Splicer  | 46.85          |
| 23130 - Carpenter Maintenance  | 29.97          |
| 23140 - Carpet Layer   | 27.98          |
| 23160 - Electrician Maintenance  | 40.52          |
| 23181 - Electronics Technician   | 29.09          |
| Maintenance I  | 27.05          |
| 23182 - Electronics Technician   | 30.34          |
| Maintenance II   | 50.54          |
| 23183 - Electronics Technician   | 31.52          |
| Maintenance III  | JI.JZ          |
| 23260 - Fabric Worker  | 34.90          |
|  | 28.97          |
| 23290 - Fire Alarm System Mechanic<br>23310 - Fire Extinguisher Repairer | 27.72          |
| 23310 - File Extinguisher Repairer<br>23311 - Fuel Distribution System   | 38.98          |
| Mechanic   | 50.90          |
| 23312 - Fuel Distribution System   | 33.08          |
| Operator   | 33.00          |
| 23370 - General Maintenance Worker                                       | 24.49          |
| 23380 - Ground Support Equipment   | 38.14          |
| Mechanic   | 30.14          |
| 23381 - Ground Support Equipment   | 33.40          |
| Servicer   | 33.40          |
|  | 25 20          |
| 23382 - Ground Support Equipment<br>Worker                               | 35.20          |
| 23391 - Gunsmith I   | 07 70          |
| 23391 - Gunsmith I<br>23392 - Gunsmith II                                | 27.72<br>30.94 |
| 23392 - Gunsmith II<br>23393 - Gunsmith III                              | 33.53          |
|  | 33.53          |
| 23410 - Heating Ventilation And Air-<br>Conditioning                     | 31.91          |
| Mechanic   |                |
|  | 33.16          |
| 23411 - Heating Ventilation And Air                                      | 33.10          |
| Contidioning<br>Mechanic (Research Facility)                             |                |
| —  | 20 77          |
| 23430 - Heavy Equipment Mechanic   | 32.77          |
| 23440 - Heavy Equipment Operator   | 42.64          |

| 23460 -   | Instrument Mechanic  | 31.98  |
|---|--|--|
| 23465 -   | Laboratory/Shelter Mechanic  | 32.27  |
|   | Laborer  | 15.67  |
| 23510 -   | Locksmith  | 26.59  |
| 23530 -   | Machinery Maintenance  | 29.57  |
| Mechanic  | -  |  |
| 23550 -   | Machinist Maintenance  | 24.04  |
| 23580 -   | Maintenance Trades Helper  | 16.98  |
| 23591 -   | Metrology Technician I   | 31.98  |
| 23592 -   | Metrology Technician II  | 33.23  |
| 23593 -   | Metrology Technician III   | 34.48  |
| 23640 -   | Millwright   | 40.73  |
| 23710 -   | Office Appliance Repairer  | 23.55  |
| 23760 -   | Painter Maintenance  | 32.02  |
| 23790 -   | Pipefitter Maintenance   | 33.83  |
| 23810 -   | Plumber Maintenance  | 32.56  |
| 23820 -   | Pneudraulic Systems Mechanic   | 33.53  |
| 23850 -   | Rigger   | 35.67  |
|   | Scale Mechanic   | 30.94  |
| 23890 -   | Sheet-Metal Worker   | 32.41  |
| Maintenan   | ce   |  |
| 23910 -   | Small Engine Mechanic  | 23.31  |
|   | Telecommunications Mechanic  | 35.34  |
| I   |  |  |
| 23932 -   | Telecommunications Mechanic  | 36.72  |
| II  |  |  |
| 23950 -   | Telephone Lineman  | 43.55  |
| 23960 -   | Welder Combination   | 23.20  |
| Maintenan   | ce   |  |
| 23965 -   | Well Driller   | 32.44  |
| 23970 -   |  |  |
|   | Woodcraft Worker   | 33.53  |
|   | Woodcraft Worker<br>Woodworker   | 33.53<br>27.72   |
| 23980 -   |  |  |
| 23980 -<br>24000 - P  | Woodworker   |  |
| 23980 -<br>24000 - P<br>24550 -   | Woodworker<br>ersonal Needs Occupations  | 27.72  |
| 23980 -<br>24000 - P<br>24550 -<br>24570 -  | Woodworker<br>ersonal Needs Occupations<br>Case Manager  | 27.72<br>18.40   |
| 23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -   | Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant  | 27.72<br>18.40<br>14.62  |
| 23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -  | Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk   | 27.72<br>18.40<br>14.62<br>18.22   |
| 23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -  | Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide   | 27.72<br>18.40<br>14.62<br>18.22<br>13.83  |
| 23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -   | Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 27.72<br>18.40<br>14.62<br>18.22<br>13.83  |
| 23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin  | Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 27.72<br>18.40<br>14.62<br>18.22<br>13.83  |
| 23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -   | Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40                                     |
| 23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -   | Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40                                     |
| 23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio   | Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40                                     |
| 23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio   | Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40<br>18.40                            |
| 23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24620 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -                       | Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns<br>Boiler Tender   | 27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40<br>18.40<br>42.23                   |
| 23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25040 -            | Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40<br>18.40<br>42.23<br>36.48          |
| 23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25040 -<br>25190 - | Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40<br>18.40<br>42.23<br>36.48<br>42.23 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 23.18 |
| 27007 - Baggage Inspector              |      |    | 17.98 |
| 27008 - Corrections Officer            |      |    | 35.44 |
| 27010 - Court Security Officer         |      |    | 39.73 |
| 27030 - Detection Dog Handler          |      |    | 20.36 |
| 27040 - Detention Officer              |      |    | 35.44 |
| 27070 - Firefighter                    |      |    | 44.02 |
| 27101 - Guard I                        |      |    | 17.98 |
| 27102 - Guard II                       |      |    | 20.36 |
| 27131 - Police Officer I               |      |    | 39.72 |
| 27132 - Police Officer II              |      |    | 44.15 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 16.59 |
| 28042 - Carnival Equipment Repairer    |      |    | 17.63 |
| 28043 - Carnival Worker                |      |    | 13.47 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 19.09 |
| 28310 - Lifequard                      |      |    | 13.56 |
| 28350 - Park Attendant (Aide)          |      |    | 21.34 |
| 28510 - Recreation Aide/Health         |      |    | 15.57 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 26.44 |
| 28630 - Sports Official                |      |    | 16.99 |
| 28690 - Swimming Pool Operator         |      |    | 20.98 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 40.46 |
| 29020 - Hatch Tender                   |      |    | 40.46 |
| 29030 - Line Handler                   |      |    | 40.46 |
| 29041 - Stevedore I                    |      |    | 38.38 |
| 29042 - Stevedore II                   |      |    | 48.07 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 46.55 |
| Specialist Center (HFO)                |      | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 32.10 |
| Specialist Station (HFO)               |      | ,  |       |
| 30012 - Air Traffic Control            |      |    | 35.35 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 21.25 |
| 30022 - Archeological Technician II    |      |    | 25.50 |
| 30023 - Archeological Technician III   |      |    | 27.27 |
| 30030 - Cartographic Technician        |      |    | 30.02 |
| 30040 - Civil Engineering Technician   |      |    | 29.82 |
| 30051 - Cryogenic Technician I         |      |    | 30.19 |
| 30052 - Cryogenic Technician II        |      |    | 33.35 |
| 30061 - Drafter/CAD Operator I         |      |    | 21.25 |
| 30062 - Drafter/CAD Operator II        |      |    | 25.50 |
| 30063 - Drafter/CAD Operator III       |      |    | 28.31 |
| 30064 - Drafter/CAD Operator IV        |      |    | 33.24 |
| · •                                    |      |    |       |

| 30081 - Engineering Technician II       29.47         30083 - Engineering Technician III       25.28         30084 - Engineering Technician IV       31.22         30085 - Engineering Technician IV       31.22         30086 - Engineering Technician V       38.08         30086 - Engineering Technician V       46.20         30090 - Environmental Technician       26.77         30021 - Laboratory Technician       24.89         30222 - Latent Fingerprint       29.77         Technician I       30220         30222 - Latent Fingerprint       23.36         30362 - Paralegal/Legal Assistant I       23.36         30363 - Paralegal/Legal Assistant II       28.94         30364 - Paralegal/Legal Assistant IV       42.84         30375 - Petroleum Supply Specialist       33.35         303040 - Paralegal/Legal Assistant IV       42.84         30375 - Petroleum Supply Specialist       33.35         30390 - Photo-Optics Technician       33.35         30461 - Technical Writer I       28.45         30462 - Technical Writer II       34.80         30463 - Technical Writer II       34.80         30494 - Unexploded Ordnance (UXO)       29.58         Technician II       30.49         30493 - Unexploded (UXO) Safety <th></th> <th>10.00</th>              |                                   | 10.00 |
|---|-----------------------------------|-------|
| 30083 - Engineering Technician III25.2830084 - Engineering Technician IV31.2230085 - Engineering Technician VI38.0830086 - Engineering Technician VI46.2030090 - Environmental Technician26.7730095 - Evidence Control Specialist27.2630210 - Laboratory Technician24.8930221 - Latent Fingerprint29.77Technician I30240 - Mathematical Technician40.1030361 - Paralegal/Legal Assistant I28.88Technician II28.9430362 - Paralegal/Legal Assistant II28.9430363 - Paralegal/Legal Assistant II28.9430364 - Paralegal/Legal Assistant IV42.8430375 - Petroleum Supply Specialist33.3530396 - Photo-Optics Technician27.7330395 - Radiation Control Technician33.3530461 - Technical Writer II28.4530462 - Technical Writer III34.8030463 - Technical Writer III34.8030463 - Technical Writer III34.8030463 - Technical Writer III34.8030493 - Unexploded Ordnance (UXO)29.58Technician II30.1930493 - Unexploded Ordnance (UXO)29.58Fersonnel30.1930501 - Weather Forecaster I30.1930502 - Weather Observer Senior (see 2)27.2730601 - Transportation/Mobile<  | 30081 - Engineering Technician I  | 19.98 |
| 30084 - Engineering Technician IV       31.22         30085 - Engineering Technician V       38.08         30086 - Engineering Technician VI       46.20         30090 - Environmental Technician       26.77         30095 - Evidence Control Specialist       27.26         30210 - Laboratory Technician       24.89         30221 - Latent Fingerprint       32.88         Technician I       30222 - Latent Fingerprint       32.88         Technician II       30361 - Paralegal/Legal Assistant I       23.36         30362 - Paralegal/Legal Assistant II       28.94         30363 - Paralegal/Legal Assistant II       28.94         30364 - Paralegal/Legal Assistant IV       42.84         30375 - Petroleum Supply Specialist       33.35         30364 - Paralegal/Legal Assistant IV       42.84         30375 - Petroleum Supply Specialist       33.35         30461 - Technical Writer I       28.45         30462 - Technical Writer II       42.81         30463 - Technical Writer III       42.81         30463 - Technical Writer III       42.90         Technician II       30.49         30493 - Unexploded Ordnance (UXO)       29.58         Technician II       30.49         30494 - Unexploded (UXO) Safety       29.58     <                                 |                                   | -     |
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| 30210 - Laboratory Technician       24.89         30221 - Latent Fingerprint       29.77         Technician I       32.88         Technician II       30.222 - Latent Fingerprint       32.88         Technician II       30.301 - Paralegal/Legal Assistant I       23.36         30361 - Paralegal/Legal Assistant II       28.94         30363 - Paralegal/Legal Assistant II       28.94         30363 - Paralegal/Legal Assistant IV       42.84         30375 - Petroleum Supply Specialist       33.35         30461 - Technical Writer I       28.45         30462 - Technical Writer II       34.80         30463 - Technical Writer III       34.80         30461 - Technical Writer III       34.80         30462 - Technical Writer III       34.80         30463 - Technical Writer III       34.80         30491 - Unexploded Ordnance (UXO)       29.58         Technician II       30.49         30493 - Unexploded Ordnance (UXO)       42.90         Technician III       30.49         30494 - Unexploded (UXO) Sweep       29.58         Escort       30501 - Weather Forecaster I       30.19         30502 - Weather Forecaster II       30.19         30502 - Weather Observer Combined (see 2)       27.97 <tr< td=""><td></td><td></td></tr<>                        |                                   |       |
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| 30390 - Photo-Optics Technician       27.73         30395 - Radiation Control Technician       33.35         30461 - Technical Writer I       28.45         30462 - Technical Writer II       34.80         30463 - Technical Writer III       42.11         30491 - Unexploded Ordnance (UXO)       29.58         Technician I       30.99         30492 - Unexploded Ordnance (UXO)       29.58         Technician II       30.19         30493 - Unexploded Ordnance (UXO)       42.90         Technician III       29.58         Secort       29.58         Solog5 - Unexploded Ordnance (UXO)       42.90         Technician III       30493 - Unexploded Ordnance (UXO)       42.90         Technician III       30.19         30495 - Unexploded (UXO) Safety       29.58         Escort       29.58         Solo1 - Weather Forecaster I       30.19         30502 - Weather Forecaster II       36.73         30620 - Weather Forecaster II       36.73         30620 - Weather Observer Combined (see 2)       27.96         Upper Air Or       27.96         Surface Programs       30621 - Weather Observer Senior (see 2)       27.27         31000 - Transportation/Mobile       29.27.27   |                                   |       |
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| 30494 - Unexploded (UXO) Safety29.58Escort29.5830495 - Unexploded (UXO) Sweep29.58Personnel30.1930501 - Weather Forecaster I30.1930502 - Weather Forecaster II36.7330620 - Weather Observer Combined (see 2)27.96Upper Air Or30621 - Weather Observer Senior (see 2)27.2730621 - Weather Observer Senior (see 2)27.2731000 - Transportation/Mobile27.27Equipment Operation Occupations35.79   | -                                 | 42.90 |
| Escort29.5830495 - Unexploded (UXO) Sweep29.58Personnel30.1930501 - Weather Forecaster I30.1930502 - Weather Forecaster II36.7330620 - Weather Observer Combined (see 2)27.96Upper Air Or27.96Surface Programs27.2730621 - Weather Observer Senior (see 2)27.2731000 - Transportation/Mobile27.27Equipment Operation Occupations35.79   |                                   |       |
| 30495 - Unexploded (UXO) Sweep29.58Personnel30501 - Weather Forecaster I30.1930502 - Weather Forecaster II36.7330620 - Weather Observer Combined (see 2)27.96Upper Air Or27.96Surface Programs27.2730621 - Weather Observer Senior (see 2)27.2731000 - Transportation/Mobile27.27Equipment Operation Occupations35.79   |                                   | 29.58 |
| Personnel30.1930501 - Weather Forecaster I30.1930502 - Weather Forecaster II36.7330620 - Weather Observer Combined(see 2)27.96Upper Air OrSurface Programs30621 - Weather Observer Senior(see 2)27.2731000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot35.79  |                                   |       |
| 30501 - Weather Forecaster I30.1930502 - Weather Forecaster II36.7330620 - Weather Observer Combined (see 2)27.96Upper Air Or27.96Surface Programs27.2730621 - Weather Observer Senior (see 2)27.2731000 - Transportation/Mobile27.27Equipment Operation Occupations35.79   | 30495 - Unexploded (UXO) Sweep    | 29.58 |
| 30502 - Weather Forecaster II36.7330620 - Weather Observer Combined(see 2)27.96Upper Air Or527.27Surface Programs527.2730621 - Weather Observer Senior(see 2)27.2731000 - Transportation/Mobile527.27Equipment Operation Occupations35.79   |                                   |       |
| 30620 - Weather Observer Combined(see 2)27.96Upper Air Or20002000Surface Programs2000200030621 - Weather Observer Senior(see 2)27.2731000 - Transportation/Mobile20002000Equipment Operation Occupations35.79   |                                   |       |
| Upper Air OrSurface Programs30621 - Weather Observer Senior(see 2)27.2731000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot35.79  |                                   |       |
| Surface Programs30621 - Weather Observer Senior(see 2)27.2731000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot35.79  |                                   | 27.96 |
| 30621 - Weather Observer Senior(see 2)27.2731000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot35.79  | ••                                |       |
| 31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot35.79   | _                                 |       |
| Equipment Operation Occupations<br>31010 - Airplane Pilot 35.79   |                                   | 27.27 |
| <b>31010 - Airplane Pilot</b> 35.79   |                                   |       |
| •   |                                   |       |
| <b>31020 - Bus Aide</b> 24.62   | -                                 |       |
|   |                                   |       |
| <b>31030 - Bus Driver</b> 31.71   | 31030 - Bus Driver                | 31.71 |
| <b>31043 - Driver Courier</b> 18.42   |                                   |       |
| <b>31260 - Parking and Lot Attendant</b> 14.16  | -                                 |       |
| 31290 - Shuttle Bus Driver 19.65  | 31290 - Shuttle Bus Driver        | 19.65 |

| 31310 - Taxi Driver                 | 18.58 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 19.57 |
| 31362 - Truckdriver Medium          | 20.73 |
| 31363 - Truckdriver Heavy           | 26.73 |
| 31364 - Truckdriver Tractor-Trailer | 26.73 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 17.45 |
| 99030 - Cashier                     | 13.09 |
| 99050 - Desk Clerk                  | 15.36 |
| 99095 - Embalmer                    | 35.95 |
| 99130 - Flight Follower             | 29.58 |
| 99251 - Laboratory Animal Caretaker | 16.38 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 17.40 |
| II                                  |       |
| 99260 - Marketing Analyst           | 39.07 |
| 99310 - Mortician                   | 35.95 |
| 99410 - Pest Controller             | 20.56 |
| 99510 - Photofinishing Worker       | 18.91 |
| 99710 - Recycling Laborer           | 33.83 |
| 99711 - Recycling Specialist        | 38.72 |
| 99730 - Refuse Collector            | 31.43 |
| 99810 - Sales Clerk                 | 14.80 |
| 99820 - School Crossing Guard       | 18.85 |
| 99830 - Survey Party Chief          | 32.48 |
| 99831 - Surveying Aide              | 19.33 |
| 99832 - Surveying Technician        | 28.46 |
| 99840 - Vending Machine Attendant   | 23.51 |
| 99841 - Vending Machine Repairer    | 27.93 |
| 99842 - Vending Machine Repairer    | 23.51 |
| 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

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 SCAcovered 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 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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:

 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""

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

## Standard Wage Determination No.: 2015-4185

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor Daniel W. Simms Division of Director Revision No.: 2015-4185 Mage 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 Jersey

Area: New Jersey County of Hudson

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

| OCCUPATION CODE - TITLE            | FOOTNOTE | RATE  |
|------------------------------------|----------|-------|
| 01000 - Administrative Support And |          |       |
| Clerical Occupations               |          |       |
| 01011 - Accounting Clerk I         |          | 19.16 |
| 01012 - Accounting Clerk II        |          | 21.53 |
| 01013 - Accounting Clerk III       |          | 24.07 |
| 01020 - Administrative Assistant   |          | 36.15 |
| 01035 - Court Reporter             |          | 38.34 |
| 01041 - Customer Service           |          | 16.76 |
| Representative I                   |          |       |
| 01042 - Customer Service           |          | 18.29 |
| Representative II                  |          |       |

| 01043 - Customer Service                                      | 20.54         |
|---|---------------|
| Representative III  |               |
| 01051 - Data Entry Operator I                                 | 17.08         |
| 01052 - Data Entry Operator II                                | 18.63         |
| 01060 - Dispatcher Motor Vehicle                              | 25.79         |
| 01070 - Document Preparation Clerk                            | 17.13         |
| 01090 - Duplicating Machine Operator                          | 17.13         |
| 01111 - General Clerk I                                       | 15.53         |
| 01112 - General Clerk II                                      | 17.49         |
| 01113 - General Clerk III                                     | 19.02         |
| 01120 - Housing Referral Assistant                            | 26.92         |
| 01141 - Messenger Courier<br>01191 - Order Clerk I            | 16.63         |
|   | 16.49         |
| 01192 - Order Clerk II  | 21.31         |
| 01261 - Personnel Assistant                                   | 18.96         |
| (Employment) I<br>01262 - Personnel Assistant                 | 21.22         |
|   | 21.22         |
| (Employment) II<br>01263 - Personnel Assistant                | 23.66         |
| (Employment) III  | 23.00         |
| 01270 - Production Control Clerk                              | 25.78         |
| 01290 - Rental Clerk  | 18.04         |
| 01290 - Kentar Clerk<br>01300 - Scheduler Maintenance         | 21.57         |
| 01311 - Secretary I   | 21.57         |
| 01312 - Secretary I<br>01312 - Secretary II                   | 21.37         |
| -   | 24.82         |
| 01313 - Secretary III<br>01320 - Service Order Dispatcher     | 20.92         |
| 01320 - Service Order Dispatcher<br>01410 - Supply Technician | 36.15         |
| 01420 - Survey Worker   | 21.68         |
| 01420 - Suivey worker<br>01460 - Switchboard                  | 17.45         |
| Operator/Receptionist   | 11.43         |
| 01531 - Travel Clerk I  | 17.80         |
| 01532 - Travel Clerk II                                       | 19.28         |
| 01532 - Travel Clerk III                                      | 20.93         |
| 01611 - Word Processor I                                      | 17.91         |
| 01612 - Word Processor II                                     | 20.12         |
| 01613 - Word Processor III                                    | 20.12         |
| 05000 - Automotive Service Occupations                        | 22.00         |
| 05005 - Automobile Body Repairer                              | 28.43         |
| Fiberglass  | 20.10         |
| 5   | trician 28.50 |
| 05040 - Automotive Glass Installer                            | 27.31         |
| 05070 - Automotive Worker                                     | 27.31         |
| 05110 - Mobile Equipment Servicer                             | 24.42         |
| 05130 - Motor Equipment Metal                                 | 29.68         |
| Mechanic  | 23.00         |
| 05160 - Motor Equipment Metal Worker                          | 27.31         |
| 05190 - Motor Vehicle Mechanic                                | 29.68         |

| 05220 - Motor Vehicle Mechanic                                | 23.15       |
|---|-------------|
| Helper  | 06 10       |
| 05250 - Motor Vehicle Upholstery                              | 26.12       |
| Worker<br>05280 - Motor Vehicle Wrecker                       | 07 01       |
|   | 27.31       |
| 05310 - Painter Automotive                                    | 28.50       |
| 05340 - Radiator Repair Specialist                            | 27.31       |
| 05370 - Tire Repairer   | 17.92       |
| 05400 - Transmission Repair                                   | 29.68       |
| Specialist  |             |
| 07000 - Food Preparation And Service                          |             |
| Occupations<br>07010 - Baker                                  | 17.64       |
|   |             |
| 07041 - Cook I<br>07042 - Cook II                             | 18.13       |
| 07042 - Cook II<br>07070 - Dishwasher                         | 20.24       |
|   | 13.78       |
| 07130 - Food Service Worker                                   | 14.12       |
| 07210 - Meat Cutter   | 19.20       |
| 07260 - Waiter/Waitress                                       | 15.14       |
| 09000 - Furniture Maintenance And                             |             |
| Repair Occupations  | 00.00       |
| 09010 - Electrostatic Spray Painter                           | 22.00       |
| 09040 - Furniture Handler                                     | 16.73       |
| 09080 - Furniture Refinisher                                  | 22.00       |
| 09090 - Furniture Refinisher Helper                           | 18.56       |
| 09110 - Furniture Repairer Minor                              | 20.16       |
| 09130 - Upholsterer   | 22.00       |
| 11000 - General Services And Support                          |             |
| Occupations   | 1 - 0 4     |
| 11030 - Cleaner Vehicles                                      | 15.24       |
| 11060 - Elevator Operator                                     | 17.27       |
| 11090 - Gardener  | 21.29       |
| 11122 - Housekeeping Aide                                     | 17.27       |
| 11150 - Janitor<br>11210 - Laborer Grounds Maintenance        | 17.27       |
|   |             |
| 11240 - Maid or Houseman                                      | 15.74       |
| 11260 - Pruner  | 16.27       |
| 11270 - Tractor Operator<br>11330 - Trail Maintenance Worker  | 20.04 17.51 |
| 11350 - Trail Maintenance worker<br>11360 - Window Cleaner    |             |
|   | 18.59       |
| 12000 - Health Occupations<br>12010 - Ambulance Driver        | 24.60       |
| 12010 - Ambulance Driver<br>12011 - Breath Alcohol Technician | 24.60       |
|   |             |
| 12012 - Certified Occupational                                | 33.97       |
| Therapist Assistant   | 20 02       |
| 12015 - Certified Physical Therapist                          | 30.02       |
| Assistant   | 21 20       |
| 12020 - Dental Assistant                                      | 21.30       |
| 12025 - Dental Hygienist                                      | 47.43       |

| 12030 - EKG Technician  | 35.71 |
|---|-------|
| 12035 - Electroneurodiagnostic                                | 35.71 |
| Technologist  |       |
| 12040 - Emergency Medical Technician                          | 24.60 |
| 12071 - Licensed Practical Nurse I                            | 22.28 |
| 12072 - Licensed Practical Nurse II                           | 24.91 |
| 12073 - Licensed Practical Nurse III                          | 27.77 |
| 12100 - Medical Assistant                                     | 18.71 |
| 12130 - Medical Laboratory                                    | 34.18 |
| Technician  |       |
| 12160 - Medical Record Clerk                                  | 22.19 |
| 12190 - Medical Record Technician                             | 24.81 |
| 12195 - Medical Transcriptionist                              | 21.99 |
| 12210 - Nuclear Medicine                                      | 44.71 |
| Technologist  |       |
| 12221 - Nursing Assistant I                                   | 13.95 |
| 12222 - Nursing Assistant II                                  | 15.69 |
| 12223 - Nursing Assistant III                                 | 20.01 |
| 12224 - Nursing Assistant IV                                  | 19.23 |
| 12235 - Optical Dispenser                                     | 28.70 |
| 12236 - Optical Technician                                    | 18.46 |
| 12250 - Pharmacy Technician                                   | 17.20 |
| 12280 - Phlebotomist  | 20.69 |
| 12305 - Radiologic Technologist                               | 37.34 |
| 12305 - Radiologic lecimologist<br>12311 - Registered Nurse I | 32.76 |
| -   |       |
| 12312 - Registered Nurse II                                   | 38.41 |
| 12313 - Registered Nurse II                                   | 38.41 |
| Specialist  | 10 20 |
| 12314 - Registered Nurse III                                  | 49.39 |
| 12315 - Registered Nurse III                                  | 49.39 |
| Anesthetist   |       |
| 12316 - Registered Nurse IV                                   | 59.22 |
| 12317 - Scheduler (Drug and Alcohol                           | 30.85 |
| Testing)  |       |
| 12320 - Substance Abuse Treatment                             | 27.76 |
| Counselor   |       |
| 13000 - Information And Arts                                  |       |
| Occupations   |       |
| 13011 - Exhibits Specialist I                                 | 27.27 |
| 13012 - Exhibits Specialist II                                | 33.78 |
| 13013 - Exhibits Specialist III                               | 41.32 |
| 13041 - Illustrator I   | 26.51 |
| 13042 - Illustrator II  | 33.23 |
| 13043 - Illustrator III                                       | 40.60 |
| 13047 - Librarian   | 36.42 |
| 13050 - Library Aide/Clerk                                    | 16.95 |
| 13054 - Library Information                                   | 32.65 |
| Technology Systems  |       |
| Administrator   |       |

| 13058 - Library Technician                   | 25.62 |
|--|-------|
| 13061 - Media Specialist I                   | 23.57 |
| 13062 - Media Specialist II                  | 26.35 |
| 13063 - Media Specialist III                 | 29.39 |
| 13071 - Photographer I                       | 21.29 |
| 13072 - Photographer II                      | 24.10 |
| 13073 - Photographer III                     | 32.88 |
| 13074 - Photographer IV                      | 41.88 |
| 13075 - Photographer V                       | 50.02 |
| 13090 - Technical Order Library              | 21.29 |
| Clerk  |       |
| 13110 - Video Teleconference                 | 27.98 |
| Technician                                   |       |
| 14000 - Information Technology               |       |
| Occupations                                  |       |
| 14041 - Computer Operator I                  | 20.90 |
| 14042 - Computer Operator II                 | 23.39 |
| 14043 - Computer Operator III                | 26.08 |
| 14044 - Computer Operator IV                 | 28.99 |
| 14045 - Computer Operator V                  | 32.09 |
| 14071 - Computer Programmer I (see 1)        | 27.56 |
| 14072 - Computer Programmer II (see 1)       |       |
| 14073 - Computer Programmer III (see 1)      |       |
| 14074 - Computer Programmer IV (see 1)       |       |
| 14101 - Computer Systems Analyst I (see 1)   |       |
| 14102 - Computer Systems Analyst II (see 1)  |       |
| 14103 - Computer Systems Analyst III (see 1) |       |
| 14150 - Peripheral Equipment                 | 20.90 |
| Operator                                     |       |
| 14160 - Personal Computer Support            | 28.99 |
| Technician                                   |       |
| 14170 - System Support Specialist            | 40.56 |
| 15000 - Instructional Occupations            |       |
| 15010 - Aircrew Training Devices             | 39.54 |
| Instructor (Non-Rated)                       |       |
| 15020 - Aircrew Training Devices             | 43.75 |
| Instructor (Rated)                           |       |
| 15030 - Air Crew Training Devices            | 52.46 |
| Instructor (Pilot)                           |       |
| 15050 - Computer Based Training              | 39.54 |
| Specialist / Instructor                      |       |
| 15060 - Educational Technologist             | 38.23 |
| 15070 - Flight Instructor (Pilot)            | 52.46 |
| 15080 - Graphic Artist                       | 31.85 |
| 15085 - Maintenance Test Pilot Fixed         | 51.99 |
| Jet/Prop                                     |       |
| 15086 - Maintenance Test Pilot               | 51.99 |
| Rotary Wing                                  |       |

| 15088 - Non-Maintenance Test/Co-  | 51.99          |
|---|----------------|
| Pilot   | JI.99          |
| 15090 - Technical Instructor  | 30.07          |
| 15095 - Technical Instructor/Course   | 36.67          |
| Developer   | 50.07          |
| 15110 - Test Proctor  | 24.12          |
| 15120 - Tutor   | 24.12          |
| 16000 - Laundry Dry-Cleaning Pressing   | ~ 1 • 1 2      |
| And Related Occupations   |                |
| 16010 - Assembler   | 17.13          |
| 16030 - Counter Attendant   | 17.13          |
| 16040 - Dry Cleaner   | 19.58          |
| 16070 - Finisher Flatwork Machine   | 17.13          |
| 16090 - Presser Hand  | 17.13          |
| 16110 - Presser Machine Drycleaning   | 17.13          |
| 16130 - Presser Machine Shirts  | 17.13          |
| 16160 - Presser Machine Wearing   | 17.13          |
| Apparel Laundry   |                |
| 16190 - Sewing Machine Operator   | 20.39          |
| 16220 - Tailor  | 21.20          |
| 16250 - Washer Machine  | 17.94          |
| 19000 - Machine Tool Operation And  |                |
| Repair Occupations  |                |
| 19010 - Machine-Tool Operator (Tool   | 25.23          |
| Room)   |                |
| 19040 - Tool And Die Maker  | 30.07          |
| 21000 - Materials Handling And Packing  |                |
| Occupations   |                |
| 21020 - Forklift Operator   | 19.02          |
| 21030 - Material Coordinator  | 25.78          |
| 21040 - Material Expediter  | 25.78          |
| 21050 - Material Handling Laborer   | 15.67          |
| 21071 - Order Filler  | 16.41          |
| 21080 - Production Line Worker (Food  | 19.02          |
| Processing)   |                |
| 21110 - Shipping Packer   | 18.49          |
| 21130 - Shipping/Receiving Clerk  | 18.49          |
| 21140 - Store Worker I  | 17.62          |
| 21150 - Stock Clerk   | 22.08          |
| 21210 - Tools And Parts Attendant   | 19.02          |
| 21410 - Warehouse Specialist  | 19.02          |
| 12000 Machanian And Maintananan And   |                |
| 23000 - Mechanics And Maintenance And   |                |
| Repair Occupations  |                |
| Repair Occupations<br>23010 - Aerospace Structural Welder   | 39.63          |
| Repair Occupations<br>23010 - Aerospace Structural Welder<br>23019 - Aircraft Logs and Records  | 39.63<br>33.40 |
| Repair Occupations<br>23010 - Aerospace Structural Welder<br>23019 - Aircraft Logs and Records<br>Technician                                | 33.40          |
| Repair Occupations<br>23010 - Aerospace Structural Welder<br>23019 - Aircraft Logs and Records<br>Technician<br>23021 - Aircraft Mechanic I | 33.40<br>38.14 |
| Repair Occupations<br>23010 - Aerospace Structural Welder<br>23019 - Aircraft Logs and Records<br>Technician                                | 33.40          |

| 23040 - Aircraft Mechanic Helper     | 29.68 |
|--------------------------------------|-------|
| 23050 - Aircraft Painter             | 36.71 |
| 23060 - Aircraft Servicer            | 33.40 |
| 23070 - Aircraft Survival Flight     | 36.71 |
| Equipment Technician                 |       |
| 23080 - Aircraft Worker              | 35.20 |
| 23091 - Aircrew Life Support         | 35.20 |
| Equipment (ALSE) Mechanic            |       |
| I                                    |       |
| 23092 - Aircrew Life Support         | 38.14 |
| Equipment (ALSE) Mechanic            |       |
| II                                   |       |
| 23110 - Appliance Mechanic           | 25.10 |
| 23120 - Bicycle Repairer             | 17.92 |
| 23125 - Cable Splicer                | 46.85 |
| 23130 - Carpenter Maintenance        | 29.97 |
| 23140 - Carpet Layer                 | 27.98 |
| 23160 - Electrician Maintenance      | 40.90 |
| 23181 - Electronics Technician       | 29.09 |
| Maintenance I                        | 27.05 |
| 23182 - Electronics Technician       | 30.34 |
| Maintenance II                       | 50.54 |
| 23183 - Electronics Technician       | 31.52 |
| Maintenance III                      | 51.52 |
| 23260 - Fabric Worker                | 34.90 |
| 23290 - Fire Alarm System Mechanic   | 28.97 |
| 23310 - Fire Extinguisher Repairer   | 27.72 |
| 23311 - Fuel Distribution System     | 38.98 |
| Mechanic                             | 50.50 |
| 23312 - Fuel Distribution System     | 33.08 |
| Operator                             | 55.00 |
| 23370 - General Maintenance Worker   | 23.75 |
| 23380 - Ground Support Equipment     | 38.14 |
| Mechanic                             | 30.14 |
| 23381 - Ground Support Equipment     | 33.40 |
| Servicer                             | 01.10 |
| 23382 - Ground Support Equipment     | 35.20 |
| Worker                               | 55.20 |
| 23391 - Gunsmith I                   | 27.72 |
| 23392 - Gunsmith II                  | 30.94 |
| 23393 - Gunsmith III                 | 33.53 |
| 23410 - Heating Ventilation And Air- | 31.91 |
| Conditioning                         | 51.51 |
| Mechanic                             |       |
| 23411 - Heating Ventilation And Air  | 33.16 |
| Contidioning                         | 55.10 |
| Mechanic (Research Facility)         |       |
| 23430 - Heavy Equipment Mechanic     | 32.77 |
| 23440 - Heavy Equipment Operator     | 42.64 |
| 23440 - Heavy Eduthment Oberator     | 72.04 |

| 23400  | Instrument Mechanic  | 31.98   |
|--|--|---|
| 23465 -  | Laboratory/Shelter Mechanic  | 32.27   |
|  | Laborer  | 15.67   |
| 23510 -  | Locksmith  | 26.59   |
| 23530 -  | Machinery Maintenance  | 29.57   |
| Mechanic   | -  |   |
| 23550 -  | Machinist Maintenance  | 24.04   |
| 23580 -  | Maintenance Trades Helper  | 16.98   |
| 23591 -  | Metrology Technician I   | 31.98   |
| 23592 -  | Metrology Technician II  | 33.23   |
| 23593 -  | Metrology Technician III   | 34.48   |
| 23640 -  | Millwright   | 40.73   |
| 23710 -  | Office Appliance Repairer  | 23.55   |
| 23760 -  | Painter Maintenance  | 26.50   |
| 23790 -  | Pipefitter Maintenance   | 33.83   |
| 23810 -  | Plumber Maintenance  | 32.56   |
| 23820 -  | Pneudraulic Systems Mechanic   | 33.53   |
| 23850 -  | Rigger   | 36.62   |
|  | Scale Mechanic   | 30.94   |
| 23890 -  | Sheet-Metal Worker   | 32.41   |
| Maintenan  | ce   |   |
| 23910 -  | Small Engine Mechanic  | 23.31   |
|  | Telecommunications Mechanic  | 35.34   |
| I  |  |   |
| 23932 -  | Telecommunications Mechanic  | 36.72   |
| II   |  |   |
| 23950 -  | Telephone Lineman  | 43.55   |
| 23960 -  | Welder Combination   | 23.20   |
| Maintenan  | ce   |   |
| 23065 -  |  |   |
| 23905 -  | Well Driller   | 33.42   |
|  | Well Driller<br>Woodcraft Worker   | 33.42<br>33.53  |
| 23970 -  |  |   |
| 23970 -<br>23980 -   | Woodcraft Worker   | 33.53   |
| 23970 -<br>23980 -<br>24000 - P  | Woodcraft Worker<br>Woodworker   | 33.53   |
| 23970 -<br>23980 -<br>24000 - P<br>24550 -   | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations  | 33.53<br>27.72  |
| 23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -  | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager  | 33.53<br>27.72<br>18.40   |
| 23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -   | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant  | 33.53<br>27.72<br>18.40<br>14.62  |
| 23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -  | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk   | 33.53<br>27.72<br>18.40<br>14.62<br>18.22   |
| 23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -  | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide   | 33.53<br>27.72<br>18.40<br>14.62<br>18.22<br>13.83  |
| 23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -   | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 33.53<br>27.72<br>18.40<br>14.62<br>18.22<br>13.83  |
| 23970 -<br>23980 -<br>24000 - Pa<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin   | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 33.53<br>27.72<br>18.40<br>14.62<br>18.22<br>13.83  |
| 23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -   | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support   | 33.53<br>27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40                                     |
| 23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -   | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 33.53<br>27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40                                     |
| 23970 -<br>23980 -<br>24000 - Pa<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - Pa  | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 33.53<br>27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40                                     |
| 23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -                                  | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations  | 33.53<br>27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40<br>20.13                            |
| 23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24580 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -                       | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns<br>Boiler Tender   | 33.53<br>27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40<br>20.13<br>42.23                   |
| 23970 -<br>23980 -<br>24000 - Pa<br>24550 -<br>24570 -<br>24570 -<br>24620 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - Pa<br>Occupatio<br>25010 -<br>25040 -<br>25040 -          | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator                        | 33.53<br>27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40<br>20.13<br>42.23<br>36.48          |
| 23970 -<br>23980 -<br>24000 - P<br>24550 -<br>24570 -<br>24570 -<br>24610 -<br>24620 -<br>Services<br>Coordin<br>24630 -<br>25000 - P<br>Occupatio<br>25010 -<br>25040 -<br>25040 -<br>25070 - | Woodcraft Worker<br>Woodworker<br>ersonal Needs Occupations<br>Case Manager<br>Child Care Attendant<br>Child Care Center Clerk<br>Chore Aide<br>Family Readiness And Support<br>ator<br>Homemaker<br>Lant And System Operations<br>ns<br>Boiler Tender<br>Sewage Plant Operator<br>Stationary Engineer | 33.53<br>27.72<br>18.40<br>14.62<br>18.22<br>13.83<br>18.40<br>20.13<br>42.23<br>36.48<br>42.23 |

| 27000 - Protective Service Occupations |      |    |       |
|--|------|----|-------|
| 27004 - Alarm Monitor                  |      |    | 23.18 |
| 27007 - Baggage Inspector              |      |    | 17.98 |
| 27008 - Corrections Officer            |      |    | 35.44 |
| 27010 - Court Security Officer         |      |    | 39.73 |
| 27030 - Detection Dog Handler          |      |    | 20.36 |
| 27040 - Detention Officer              |      |    | 35.44 |
| 27070 - Firefighter                    |      |    | 44.02 |
| 27101 - Guard I                        |      |    | 17.98 |
| 27102 - Guard II                       |      |    | 20.36 |
| 27131 - Police Officer I               |      |    | 39.72 |
| 27132 - Police Officer II              |      |    | 44.15 |
| 28000 - Recreation Occupations         |      |    |       |
| 28041 - Carnival Equipment Operator    |      |    | 16.59 |
| 28042 - Carnival Equipment Repairer    |      |    | 17.63 |
| 28043 - Carnival Worker                |      |    | 13.47 |
| 28210 - Gate Attendant/Gate Tender     |      |    | 19.09 |
| 28310 - Lifequard                      |      |    | 13.56 |
| 28350 - Park Attendant (Aide)          |      |    | 21.34 |
| 28510 - Recreation Aide/Health         |      |    | 18.95 |
| Facility Attendant                     |      |    |       |
| 28515 - Recreation Specialist          |      |    | 26.44 |
| 28630 - Sports Official                |      |    | 16.99 |
| 28690 - Swimming Pool Operator         |      |    | 20.05 |
| 29000 - Stevedoring/Longshoremen       |      |    |       |
| Occupational Services                  |      |    |       |
| 29010 - Blocker And Bracer             |      |    | 42.58 |
| 29020 - Hatch Tender                   |      |    | 42.58 |
| 29030 - Line Handler                   |      |    | 42.58 |
| 29041 - Stevedore I                    |      |    | 40.36 |
| 29042 - Stevedore II                   |      |    | 48.27 |
| 30000 - Technical Occupations          |      |    |       |
| 30010 - Air Traffic Control            | (see | 2) | 46.55 |
| Specialist Center (HFO)                | ,    | ,  |       |
| 30011 - Air Traffic Control            | (see | 2) | 32.10 |
| Specialist Station (HFO)               | ,    | ,  |       |
| 30012 - Air Traffic Control            |      |    | 35.35 |
| Specialist Terminal (HFO) (see 2)      |      |    |       |
| 30021 - Archeological Technician I     |      |    | 19.69 |
| 30022 - Archeological Technician II    |      |    | 22.02 |
| 30023 - Archeological Technician III   |      |    | 27.27 |
| 30030 - Cartographic Technician        |      |    | 27.27 |
| 30040 - Civil Engineering Technician   |      |    | 29.82 |
| 30051 - Cryogenic Technician I         |      |    | 30.19 |
| 30052 - Cryogenic Technician II        |      |    | 33.35 |
| 30061 - Drafter/CAD Operator I         |      |    | 19.69 |
| 30062 - Drafter/CAD Operator II        |      |    | 22.02 |
| 30063 - Drafter/CAD Operator III       |      |    | 24.55 |
| 30064 - Drafter/CAD Operator IV        |      |    | 30.20 |
| · •                                    |      |    |       |

| <b>30081 - Engineering Technician I</b> 19.          |      |
|--|------|
|  |      |
| <b>30082 - Engineering Technician II</b> 222.        |      |
| <b>30083 - Engineering Technician III</b> 25.        |      |
| <b>30084 - Engineering Technician IV</b> 31.         |      |
| <b>30085 - Engineering Technician V</b> 38.          |      |
| <b>30086 - Engineering Technician VI</b> 46.         |      |
| <b>30090 - Environmental Technician</b> 26.          |      |
| <b>30095 - Evidence Control Specialist</b> 27.       |      |
| <b>30210 - Laboratory Technician</b> 24.             |      |
| <b>30221 - Latent Fingerprint</b> 29.                | ././ |
| Technician I   | 0.0  |
| <b>30222 - Latent Fingerprint</b> 32.                | 88   |
| Technician II  |      |
| <b>30240 - Mathematical Technician</b> 35.           |      |
| <b>30361 - Paralegal/Legal Assistant I</b> 23.       |      |
| <b>30362 - Paralegal/Legal Assistant II</b> 28.      |      |
| <b>30363 - Paralegal/Legal Assistant</b> 35.         | 39   |
| III  |      |
| <b>30364 - Paralegal/Legal Assistant IV</b> 42.      |      |
| <b>30375 - Petroleum Supply Specialist</b> 33.       |      |
| <b>30390 - Photo-Optics Technician</b> 27.           |      |
| <b>30395 - Radiation Control Technician</b> 33.      |      |
| <b>30461 - Technical Writer I</b> 28.                |      |
| <b>30462 - Technical Writer II</b> 34.               |      |
| <b>30463 - Technical Writer III</b> 42.              |      |
| <b>30491 - Unexploded Ordnance (UXO)</b> 29.         | 58   |
| Technician I   |      |
| <b>30492 - Unexploded Ordnance (UXO)</b> 35.         | 79   |
| Technician II  |      |
| <b>30493 - Unexploded Ordnance (UXO)</b> 42.         | 90   |
| Technician III                                       |      |
| <b>30494 - Unexploded (UXO) Safety</b> 29.           | 58   |
| Escort   |      |
| 30495 - Unexploded (UXO) Sweep 29.                   | 58   |
| Personnel  |      |
| <b>30501 - Weather Forecaster I</b> 30.              |      |
| <b>30502 - Weather Forecaster II</b> 36.             |      |
| <b>30620 - Weather Observer Combined</b> (see 2) 24. | 55   |
| Upper Air Or   |      |
| Surface Programs                                     |      |
| <b>30621 - Weather Observer Senior</b> (see 2) 27.   | 27   |
| 31000 - Transportation/Mobile                        |      |
| Equipment Operation Occupations                      |      |
| <b>31010 - Airplane Pilot</b> 35.                    |      |
| <b>31020 - Bus Aide</b> 24.                          |      |
| <b>31030 - Bus Driver</b> 31.                        | 71   |
| 31043 - Driver Courier 18.                           | 42   |
| <b>31260 - Parking and Lot Attendant</b> 14.         |      |
| <b>31290 - Shuttle Bus Driver</b> 19.                | 65   |

| 31310 - Taxi Driver                 | 17.64 |
|-------------------------------------|-------|
| 31361 - Truckdriver Light           | 19.57 |
| 31362 - Truckdriver Medium          | 20.73 |
| 31363 - Truckdriver Heavy           | 26.73 |
| 31364 - Truckdriver Tractor-Trailer | 26.73 |
| 99000 - Miscellaneous Occupations   |       |
| 99020 - Cabin Safety Specialist     | 17.45 |
| 99030 - Cashier                     | 13.09 |
| 99050 - Desk Clerk                  | 15.36 |
| 99095 - Embalmer                    | 35.95 |
| 99130 - Flight Follower             | 29.58 |
| 99251 - Laboratory Animal Caretaker | 16.38 |
| I                                   |       |
| 99252 - Laboratory Animal Caretaker | 17.40 |
| II                                  |       |
| 99260 - Marketing Analyst           | 39.07 |
| 99310 - Mortician                   | 35.95 |
| 99410 - Pest Controller             | 20.56 |
| 99510 - Photofinishing Worker       | 18.91 |
| 99710 - Recycling Laborer           | 33.83 |
| 99711 - Recycling Specialist        | 38.72 |
| 99730 - Refuse Collector            | 31.43 |
| 99810 - Sales Clerk                 | 14.80 |
| 99820 - School Crossing Guard       | 18.85 |
| 99830 - Survey Party Chief          | 31.39 |
| 99831 - Surveying Aide              | 22.75 |
| 99832 - Surveying Technician        | 28.46 |
| 99840 - Vending Machine Attendant   | 23.55 |
| 99841 - Vending Machine Repairer    | 27.93 |
| 99842 - Vending Machine Repairer    | 23.55 |
| 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

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 SCAcovered 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 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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:

 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""

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)).