

Standard Wage Determinants

From 2015-4561 to 2015-4649

March 24, 2022

| | |
|---|-----|
| Standard Wage Determinants..... | 1 |
| Standard Wage Determination No.: 2015-4561..... | 3 |
| Standard Wage Determination No.: 2015-4563..... | 17 |
| Standard Wage Determination No.: 2015-4565..... | 31 |
| Standard Wage Determination No.: 2015-4567..... | 45 |
| Standard Wage Determination No.: 2015-4569..... | 59 |
| Standard Wage Determination No.: 2015-4571..... | 73 |
| Standard Wage Determination No.: 2015-4573..... | 87 |
| Standard Wage Determination No.: 2015-4575..... | 101 |
| Standard Wage Determination No.: 2015-4577..... | 115 |
| Standard Wage Determination No.: 2015-4579..... | 129 |
| Standard Wage Determination No.: 2015-4581..... | 143 |
| Standard Wage Determination No.: 2015-4583..... | 157 |
| Standard Wage Determination No.: 2015-4585..... | 171 |
| Standard Wage Determination No.: 2015-4587..... | 185 |
| Standard Wage Determination No.: 2015-4589..... | 199 |
| Standard Wage Determination No.: 2015-4591..... | 213 |
| Standard Wage Determination No.: 2015-4593..... | 227 |
| Standard Wage Determination No.: 2015-4595..... | 241 |
| Standard Wage Determination No.: 2015-4597..... | 255 |
| Standard Wage Determination No.: 2015-4599..... | 269 |
| Standard Wage Determination No.: 2015-4601..... | 283 |
| Standard Wage Determination No.: 2015-4603..... | 297 |
| Standard Wage Determination No.: 2015-4605..... | 311 |
| Standard Wage Determination No.: 2015-4607..... | 325 |
| Standard Wage Determination No.: 2015-4609..... | 339 |
| Standard Wage Determination No.: 2015-4611..... | 353 |
| Standard Wage Determination No.: 2015-4613..... | 367 |
| Standard Wage Determination No.: 2015-4615..... | 381 |
| Standard Wage Determination No.: 2015-4617..... | 395 |
| Standard Wage Determination No.: 2015-4619..... | 409 |
| Standard Wage Determination No.: 2015-4621..... | 423 |

| | | |
|----------------------------------|----------------|-----|
| Standard Wage Determination No.: | 2015-4623..... | 437 |
| Standard Wage Determination No.: | 2015-4625..... | 451 |
| Standard Wage Determination No.: | 2015-4627..... | 465 |
| Standard Wage Determination No.: | 2015-4629..... | 479 |
| Standard Wage Determination No.: | 2015-4631..... | 493 |
| Standard Wage Determination No.: | 2015-4633..... | 507 |
| Standard Wage Determination No.: | 2015-4635..... | 521 |
| Standard Wage Determination No.: | 2015-4637..... | 535 |
| Standard Wage Determination No.: | 2015-4639..... | 549 |
| Standard Wage Determination No.: | 2015-4641..... | 563 |
| Standard Wage Determination No.: | 2015-4643..... | 577 |
| Standard Wage Determination No.: | 2015-4645..... | 591 |
| Standard Wage Determination No.: | 2015-4647..... | 605 |
| Standard Wage Determination No.: | 2015-4649..... | 620 |

Standard Wage Determination No.: 2015-4561

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4561
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Florida

Area: Florida Counties of Escambia Santa Rosa

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.31 |
| 01012 - Accounting Clerk II | | 16.07 |
| 01013 - Accounting Clerk III | | 17.97 |
| 01020 - Administrative Assistant | | 20.01 |
| 01035 - Court Reporter | | 17.80 |
| 01041 - Customer Service Representative I | | 12.02 |
| 01042 - Customer Service Representative II | | 13.47 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 14.74 |
| 01051 - Data Entry Operator I | 14.78 |
| 01052 - Data Entry Operator II | 16.13 |
| 01060 - Dispatcher Motor Vehicle | 19.69 |
| 01070 - Document Preparation Clerk | 14.49 |
| 01090 - Duplicating Machine Operator | 14.49 |
| 01111 - General Clerk I | 12.96 |
| 01112 - General Clerk II | 14.14 |
| 01113 - General Clerk III | 15.88 |
| 01120 - Housing Referral Assistant | 19.84 |
| 01141 - Messenger Courier | 11.49 |
| 01191 - Order Clerk I | 15.21 |
| 01192 - Order Clerk II | 16.59 |
| 01261 - Personnel Assistant (Employment) I | 16.52 |
| 01262 - Personnel Assistant (Employment) II | 18.49 |
| 01263 - Personnel Assistant (Employment) III | 20.61 |
| 01270 - Production Control Clerk | 24.53 |
| 01290 - Rental Clerk | 14.40 |
| 01300 - Scheduler Maintenance | 15.90 |
| 01311 - Secretary I | 15.90 |
| 01312 - Secretary II | 17.80 |
| 01313 - Secretary III | 19.84 |
| 01320 - Service Order Dispatcher | 17.60 |
| 01410 - Supply Technician | 20.01 |
| 01420 - Survey Worker | 15.42 |
| 01460 - Switchboard Operator/Receptionist | 13.81 |
| 01531 - Travel Clerk I | 15.50 |
| 01532 - Travel Clerk II | 16.47 |
| 01533 - Travel Clerk III | 17.57 |
| 01611 - Word Processor I | 14.67 |
| 01612 - Word Processor II | 16.48 |
| 01613 - Word Processor III | 18.43 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 24.13 |
| Fiberglass | |
| 05010 - Automotive Electrician | 20.25 |
| 05040 - Automotive Glass Installer | 19.43 |
| 05070 - Automotive Worker | 18.80 |
| 05110 - Mobile Equipment Servicer | 17.06 |
| 05130 - Motor Equipment Metal | 21.33 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 18.80 |
| 05190 - Motor Vehicle Mechanic | 21.33 |
| 05220 - Motor Vehicle Mechanic Helper | 15.93 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 18.16 |
| 05280 - Motor Vehicle Wrecker | 18.80 |
| 05310 - Painter Automotive | 20.25 |
| 05340 - Radiator Repair Specialist | 18.80 |
| 05370 - Tire Repairer | 15.17 |
| 05400 - Transmission Repair Specialist | 21.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.48 |
| 07041 - Cook I | 13.20 |
| 07042 - Cook II | 15.47 |
| 07070 - Dishwasher | 10.00 |
| 07130 - Food Service Worker | 11.94 |
| 07210 - Meat Cutter | 19.89 |
| 07260 - Waiter/Waitress | 10.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.46 |
| 09040 - Furniture Handler | 12.78 |
| 09080 - Furniture Refinisher | 20.46 |
| 09090 - Furniture Refinisher Helper | 14.87 |
| 09110 - Furniture Repairer Minor | 17.66 |
| 09130 - Upholsterer | 20.46 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.78 |
| 11060 - Elevator Operator | 12.49 |
| 11090 - Gardener | 17.45 |
| 11122 - Housekeeping Aide | 10.32 |
| 11150 - Janitor | 10.32 |
| 11210 - Laborer Grounds Maintenance | 12.99 |
| 11240 - Maid or Houseman | 10.74 |
| 11260 - Pruner | 11.45 |
| 11270 - Tractor Operator | 15.95 |
| 11330 - Trail Maintenance Worker | 12.99 |
| 11360 - Window Cleaner | 11.70 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.79 |
| 12011 - Breath Alcohol Technician | 19.10 |
| 12012 - Certified Occupational Therapist Assistant | 28.16 |
| 12015 - Certified Physical Therapist Assistant | 28.22 |
| 12020 - Dental Assistant | 18.98 |
| 12025 - Dental Hygienist | 29.32 |
| 12030 - EKG Technician | 26.00 |
| 12035 - Electroneurodiagnostic Technologist | 26.00 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 15.79 |
| 12071 - Licensed Practical Nurse I | 17.08 |
| 12072 - Licensed Practical Nurse II | 19.10 |
| 12073 - Licensed Practical Nurse III | 21.29 |
| 12100 - Medical Assistant | 15.17 |
| 12130 - Medical Laboratory Technician | 25.40 |
| Technician | |
| 12160 - Medical Record Clerk | 16.63 |
| 12190 - Medical Record Technician | 18.60 |
| 12195 - Medical Transcriptionist | 18.31 |
| 12210 - Nuclear Medicine Technologist | 41.98 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.19 |
| 12222 - Nursing Assistant II | 13.70 |
| 12223 - Nursing Assistant III | 14.95 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 20.44 |
| 12236 - Optical Technician | 19.24 |
| 12250 - Pharmacy Technician | 16.74 |
| 12280 - Phlebotomist | 16.45 |
| 12305 - Radiologic Technologist | 26.93 |
| 12311 - Registered Nurse I | 23.99 |
| 12312 - Registered Nurse II | 29.35 |
| 12313 - Registered Nurse II | 29.35 |
| Specialist | |
| 12314 - Registered Nurse III | 35.52 |
| 12315 - Registered Nurse III | 35.52 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 42.56 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.66 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 23.31 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 21.57 |
| 13012 - Exhibits Specialist II | 26.71 |
| 13013 - Exhibits Specialist III | 32.67 |
| 13041 - Illustrator I | 21.57 |
| 13042 - Illustrator II | 26.71 |
| 13043 - Illustrator III | 32.67 |
| 13047 - Librarian | 29.58 |
| 13050 - Library Aide/Clerk | 11.59 |
| 13054 - Library Information Technology Systems Administrator | 26.71 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 21.57 |
| 13061 - Media Specialist I | 19.28 |
| 13062 - Media Specialist II | 21.57 |
| 13063 - Media Specialist III | 24.04 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.44 |
| 13072 - Photographer II | 19.26 |
| 13073 - Photographer III | 23.46 |
| 13074 - Photographer IV | 27.87 |
| 13075 - Photographer V | 33.73 |
| 13090 - Technical Order Library | 15.74 |
| Clerk | |
| 13110 - Video Teleconference | 19.07 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.76 |
| 14042 - Computer Operator II | 17.63 |
| 14043 - Computer Operator III | 19.67 |
| 14044 - Computer Operator IV | 21.85 |
| 14045 - Computer Operator V | 24.19 |
| 14071 - Computer Programmer I | (see 1) 19.81 |
| 14072 - Computer Programmer II | (see 1) 24.56 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.76 |
| Operator | |
| 14160 - Personal Computer Support | 21.85 |
| Technician | |
| 14170 - System Support Specialist | 25.82 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 29.71 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 35.95 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 43.09 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 29.71 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 32.38 |
| 15070 - Flight Instructor (Pilot) | 43.09 |
| 15080 - Graphic Artist | 22.25 |
| 15085 - Maintenance Test Pilot Fixed | 43.09 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 43.09 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 43.09 |
| Pilot | |
| 15090 - Technical Instructor | 20.31 |
| 15095 - Technical Instructor/Course | 24.85 |
| Developer | |
| 15110 - Test Proctor | 16.03 |

| | |
|--|-------|
| 15120 - Tutor | 16.03 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.32 |
| 16030 - Counter Attendant | 10.32 |
| 16040 - Dry Cleaner | 12.24 |
| 16070 - Finisher Flatwork Machine | 10.32 |
| 16090 - Presser Hand | 10.32 |
| 16110 - Presser Machine Drycleaning | 10.32 |
| 16130 - Presser Machine Shirts | 10.32 |
| 16160 - Presser Machine Wearing | 10.32 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 13.13 |
| 16220 - Tailor | 13.99 |
| 16250 - Washer Machine | 10.82 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.16 |
| 19040 - Tool And Die Maker | 26.12 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.18 |
| 21030 - Material Coordinator | 24.53 |
| 21040 - Material Expediter | 24.53 |
| 21050 - Material Handling Laborer | 13.42 |
| 21071 - Order Filler | 12.68 |
| 21080 - Production Line Worker (Food Processing) | 18.18 |
| 21110 - Shipping Packer | 17.13 |
| 21130 - Shipping/Receiving Clerk | 17.13 |
| 21140 - Store Worker I | 12.41 |
| 21150 - Stock Clerk | 18.22 |
| 21210 - Tools And Parts Attendant | 18.18 |
| 21410 - Warehouse Specialist | 18.18 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 35.49 |
| 23019 - Aircraft Logs and Records Technician | 27.29 |
| 23021 - Aircraft Mechanic I | 33.73 |
| 23022 - Aircraft Mechanic II | 35.49 |
| 23023 - Aircraft Mechanic III | 37.27 |
| 23040 - Aircraft Mechanic Helper | 22.99 |
| 23050 - Aircraft Painter | 31.63 |
| 23060 - Aircraft Servicer | 27.29 |
| 23070 - Aircraft Survival Flight Equipment Technician | 31.63 |
| 23080 - Aircraft Worker | 29.48 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 29.48 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 33.73 |
| 23110 - Appliance Mechanic | 19.99 |
| 23120 - Bicycle Repairer | 16.83 |
| 23125 - Cable Splicer | 30.80 |
| 23130 - Carpenter Maintenance | 21.20 |
| 23140 - Carpet Layer | 19.72 |
| 23160 - Electrician Maintenance | 21.33 |
| 23181 - Electronics Technician Maintenance I | 25.32 |
| 23182 - Electronics Technician Maintenance II | 27.15 |
| 23183 - Electronics Technician Maintenance III | 28.96 |
| 23260 - Fabric Worker | 18.26 |
| 23290 - Fire Alarm System Mechanic | 18.73 |
| 23310 - Fire Extinguisher Repairer | 16.83 |
| 23311 - Fuel Distribution System Mechanic | 21.32 |
| 23312 - Fuel Distribution System Operator | 15.90 |
| 23370 - General Maintenance Worker | 16.86 |
| 23380 - Ground Support Equipment Mechanic | 33.73 |
| 23381 - Ground Support Equipment Servicer | 27.29 |
| 23382 - Ground Support Equipment Worker | 29.48 |
| 23391 - Gunsmith I | 16.83 |
| 23392 - Gunsmith II | 19.72 |
| 23393 - Gunsmith III | 22.57 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 19.19 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 20.19 |
| 23430 - Heavy Equipment Mechanic | 20.80 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 22.57 |
| 23465 - Laboratory/Shelter Mechanic | 21.16 |
| 23470 - Laborer | 13.42 |
| 23510 - Locksmith | 20.66 |
| 23530 - Machinery Maintenance Mechanic | 28.21 |
| 23550 - Machinist Maintenance | 22.66 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 22.57 |
| 23592 - Metrology Technician II | 23.74 |
| 23593 - Metrology Technician III | 24.94 |
| 23640 - Millwright | 22.57 |
| 23710 - Office Appliance Repairer | 21.02 |
| 23760 - Painter Maintenance | 19.61 |
| 23790 - Pipefitter Maintenance | 22.31 |
| 23810 - Plumber Maintenance | 20.92 |
| 23820 - Pneudraulic Systems Mechanic | 22.57 |
| 23850 - Rigger | 22.57 |
| 23870 - Scale Mechanic | 19.72 |
| 23890 - Sheet-Metal Worker | 20.52 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.54 |
| 23931 - Telecommunications Mechanic | 29.59 |
| I | |
| 23932 - Telecommunications Mechanic | 31.14 |
| II | |
| 23950 - Telephone Lineman | 19.56 |
| 23960 - Welder Combination | 19.89 |
| Maintenance | |
| 23965 - Well Driller | 22.57 |
| 23970 - Woodcraft Worker | 22.57 |
| 23980 - Woodworker | 16.83 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.04 |
| 24570 - Child Care Attendant | 10.54 |
| 24580 - Child Care Center Clerk | 13.14 |
| 24610 - Chore Aide | 11.54 |
| 24620 - Family Readiness And Support | 17.04 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 17.04 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 25.85 |
| 25040 - Sewage Plant Operator | 21.82 |
| 25070 - Stationary Engineer | 25.85 |
| 25190 - Ventilation Equipment Tender | 17.62 |
| 25210 - Water Treatment Plant | 21.82 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.29 |
| 27007 - Baggage Inspector | 12.66 |
| 27008 - Corrections Officer | 18.33 |
| 27010 - Court Security Officer | 18.33 |
| 27030 - Detection Dog Handler | 14.17 |
| 27040 - Detention Officer | 18.33 |
| 27070 - Firefighter | 18.12 |

| | |
|--|-------|
| 27101 - Guard I | 12.66 |
| 27102 - Guard II | 14.17 |
| 27131 - Police Officer I | 19.92 |
| 27132 - Police Officer II | 22.14 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.11 |
| 28042 - Carnival Equipment Repairer | 14.35 |
| 28043 - Carnival Worker | 9.44 |
| 28210 - Gate Attendant/Gate Tender | 16.77 |
| 28310 - Lifeguard | 14.93 |
| 28350 - Park Attendant (Aide) | 18.75 |
| 28510 - Recreation Aide/Health | 13.83 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 23.23 |
| 28630 - Sports Official | 14.93 |
| 28690 - Swimming Pool Operator | 16.81 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 23.90 |
| 29020 - Hatch Tender | 23.90 |
| 29030 - Line Handler | 23.90 |
| 29041 - Stevedore I | 22.13 |
| 29042 - Stevedore II | 25.64 |
| 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 | 16.72 |
| 30022 - Archeological Technician II | 18.70 |
| 30023 - Archeological Technician III | 22.15 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 24.84 |
| 30051 - Cryogenic Technician I | 24.54 |
| 30052 - Cryogenic Technician II | 27.10 |
| 30061 - Drafter/CAD Operator I | 16.72 |
| 30062 - Drafter/CAD Operator II | 18.70 |
| 30063 - Drafter/CAD Operator III | 20.86 |
| 30064 - Drafter/CAD Operator IV | 25.38 |
| 30081 - Engineering Technician I | 15.23 |
| 30082 - Engineering Technician II | 17.10 |
| 30083 - Engineering Technician III | 19.13 |
| 30084 - Engineering Technician IV | 23.69 |
| 30085 - Engineering Technician V | 28.98 |
| 30086 - Engineering Technician VI | 35.07 |
| 30090 - Environmental Technician | 21.83 |
| 30095 - Evidence Control Specialist | 22.15 |
| 30210 - Laboratory Technician | 23.14 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 25.23 |
| 30222 - Latent Fingerprint Technician II | 27.87 |
| 30240 - Mathematical Technician | 23.18 |
| 30361 - Paralegal/Legal Assistant I | 18.78 |
| 30362 - Paralegal/Legal Assistant II | 23.27 |
| 30363 - Paralegal/Legal Assistant III | 28.47 |
| 30364 - Paralegal/Legal Assistant IV | 34.43 |
| 30375 - Petroleum Supply Specialist | 27.10 |
| 30390 - Photo-Optics Technician | 23.18 |
| 30395 - Radiation Control Technician | 27.10 |
| 30461 - Technical Writer I | 23.33 |
| 30462 - Technical Writer II | 28.53 |
| 30463 - Technical Writer III | 34.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 25.38 |
| 30502 - Weather Forecaster II | 30.87 |
| 30620 - Weather Observer Combined (see 2) | 20.86 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 23.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.34 |
| 31030 - Bus Driver | 19.51 |
| 31043 - Driver Courier | 12.72 |
| 31260 - Parking and Lot Attendant | 12.15 |
| 31290 - Shuttle Bus Driver | 14.41 |
| 31310 - Taxi Driver | 14.41 |
| 31361 - Truckdriver Light | 13.92 |
| 31362 - Truckdriver Medium | 15.10 |
| 31363 - Truckdriver Heavy | 17.77 |
| 31364 - Truckdriver Tractor-Trailer | 17.77 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.67 |
| 99050 - Desk Clerk | 10.73 |
| 99095 - Embalmer | 29.92 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 13.59 |
| I | |
| 99252 - Laboratory Animal Caretaker | 14.87 |
| II | |
| 99260 - Marketing Analyst | 24.70 |
| 99310 - Mortician | 29.92 |
| 99410 - Pest Controller | 20.45 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 18.36 |
| 99711 - Recycling Specialist | 22.24 |
| 99730 - Refuse Collector | 16.24 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 14.44 |
| 99830 - Survey Party Chief | 19.98 |
| 99831 - Surveying Aide | 10.86 |
| 99832 - Surveying Technician | 18.17 |
| 99840 - Vending Machine Attendant | 16.54 |
| 99841 - Vending Machine Repairer | 19.95 |
| 99842 - Vending Machine Repairer | 16.54 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4563

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4563
Revision No.: 17
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Florida

Area: Florida Counties of Martin St Lucie

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.62 |
| 01012 - Accounting Clerk II | | 17.54 |
| 01013 - Accounting Clerk III | | 19.62 |
| 01020 - Administrative Assistant | | 24.86 |
| 01035 - Court Reporter | | 18.82 |
| 01041 - Customer Service Representative I | | 12.97 |
| 01042 - Customer Service Representative II | | 14.58 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.91 |
| 01051 - Data Entry Operator I | 15.15 |
| 01052 - Data Entry Operator II | 16.53 |
| 01060 - Dispatcher Motor Vehicle | 20.09 |
| 01070 - Document Preparation Clerk | 14.24 |
| 01090 - Duplicating Machine Operator | 14.24 |
| 01111 - General Clerk I | 13.89 |
| 01112 - General Clerk II | 15.17 |
| 01113 - General Clerk III | 17.03 |
| 01120 - Housing Referral Assistant | 20.88 |
| 01141 - Messenger Courier | 14.35 |
| 01191 - Order Clerk I | 14.74 |
| 01192 - Order Clerk II | 16.09 |
| 01261 - Personnel Assistant (Employment) I | 18.17 |
| 01262 - Personnel Assistant (Employment) II | 20.32 |
| 01263 - Personnel Assistant (Employment) III | 22.65 |
| 01270 - Production Control Clerk | 20.51 |
| 01290 - Rental Clerk | 14.93 |
| 01300 - Scheduler Maintenance | 16.74 |
| 01311 - Secretary I | 16.74 |
| 01312 - Secretary II | 18.73 |
| 01313 - Secretary III | 20.88 |
| 01320 - Service Order Dispatcher | 17.95 |
| 01410 - Supply Technician | 24.86 |
| 01420 - Survey Worker | 23.73 |
| 01460 - Switchboard Operator/Receptionist | 14.30 |
| 01531 - Travel Clerk I | 13.85 |
| 01532 - Travel Clerk II | 15.01 |
| 01533 - Travel Clerk III | 16.12 |
| 01611 - Word Processor I | 15.15 |
| 01612 - Word Processor II | 17.01 |
| 01613 - Word Processor III | 18.80 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 18.09 |
| Fiberglass | |
| 05010 - Automotive Electrician | 21.10 |
| 05040 - Automotive Glass Installer | 19.70 |
| 05070 - Automotive Worker | 19.70 |
| 05110 - Mobile Equipment Servicer | 16.66 |
| 05130 - Motor Equipment Metal | 22.50 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 19.70 |
| 05190 - Motor Vehicle Mechanic | 22.50 |
| 05220 - Motor Vehicle Mechanic Helper | 15.12 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 18.22 |
| 05280 - Motor Vehicle Wrecker | 19.70 |
| 05310 - Painter Automotive | 21.10 |
| 05340 - Radiator Repair Specialist | 19.70 |
| 05370 - Tire Repairer | 13.45 |
| 05400 - Transmission Repair Specialist | 22.50 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.86 |
| 07041 - Cook I | 13.61 |
| 07042 - Cook II | 16.09 |
| 07070 - Dishwasher | 11.44 |
| 07130 - Food Service Worker | 11.50 |
| 07210 - Meat Cutter | 19.06 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.08 |
| 09040 - Furniture Handler | 10.82 |
| 09080 - Furniture Refinisher | 19.05 |
| 09090 - Furniture Refinisher Helper | 13.65 |
| 09110 - Furniture Repairer Minor | 16.45 |
| 09130 - Upholsterer | 19.01 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.71 |
| 11060 - Elevator Operator | 13.64 |
| 11090 - Gardener | 19.41 |
| 11122 - Housekeeping Aide | 13.64 |
| 11150 - Janitor | 13.64 |
| 11210 - Laborer Grounds Maintenance | 13.97 |
| 11240 - Maid or Houseman | 11.73 |
| 11260 - Pruner | 12.17 |
| 11270 - Tractor Operator | 17.62 |
| 11330 - Trail Maintenance Worker | 13.97 |
| 11360 - Window Cleaner | 15.65 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.42 |
| 12011 - Breath Alcohol Technician | 21.35 |
| 12012 - Certified Occupational Therapist Assistant | 32.71 |
| 12015 - Certified Physical Therapist Assistant | 30.88 |
| 12020 - Dental Assistant | 21.30 |
| 12025 - Dental Hygienist | 34.35 |
| 12030 - EKG Technician | 31.73 |
| 12035 - Electroneurodiagnostic Technologist | 31.73 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 20.42 |
| 12071 - Licensed Practical Nurse I | 19.10 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 23.80 |
| 12100 - Medical Assistant | 15.98 |
| 12130 - Medical Laboratory Technician | 23.20 |
| Technician | |
| 12160 - Medical Record Clerk | 16.79 |
| 12190 - Medical Record Technician | 18.78 |
| 12195 - Medical Transcriptionist | 19.83 |
| 12210 - Nuclear Medicine Technologist | 41.17 |
| Technologist | |
| 12221 - Nursing Assistant I | 13.07 |
| 12222 - Nursing Assistant II | 14.69 |
| 12223 - Nursing Assistant III | 16.04 |
| 12224 - Nursing Assistant IV | 18.00 |
| 12235 - Optical Dispenser | 26.07 |
| 12236 - Optical Technician | 19.10 |
| 12250 - Pharmacy Technician | 16.39 |
| 12280 - Phlebotomist | 17.80 |
| 12305 - Radiologic Technologist | 25.46 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 31.85 |
| 12313 - Registered Nurse II | 31.85 |
| Specialist | |
| 12314 - Registered Nurse III | 38.54 |
| 12315 - Registered Nurse III | 38.54 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 46.19 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.45 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 25.93 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 21.97 |
| 13012 - Exhibits Specialist II | 27.23 |
| 13013 - Exhibits Specialist III | 33.31 |
| 13041 - Illustrator I | 21.97 |
| 13042 - Illustrator II | 27.23 |
| 13043 - Illustrator III | 33.31 |
| 13047 - Librarian | 30.39 |
| 13050 - Library Aide/Clerk | 14.97 |
| 13054 - Library Information Technology Systems Administrator | 26.99 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 20.00 |
| 13061 - Media Specialist I | 19.65 |
| 13062 - Media Specialist II | 21.97 |
| 13063 - Media Specialist III | 24.50 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.47 |
| 13072 - Photographer II | 19.54 |
| 13073 - Photographer III | 24.21 |
| 13074 - Photographer IV | 29.62 |
| 13075 - Photographer V | 35.83 |
| 13090 - Technical Order Library | 18.90 |
| Clerk | |
| 13110 - Video Teleconference | 19.65 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 18.69 |
| 14042 - Computer Operator II | 20.90 |
| 14043 - Computer Operator III | 23.30 |
| 14044 - Computer Operator IV | 25.89 |
| 14045 - Computer Operator V | 28.67 |
| 14071 - Computer Programmer I | (see 1) 22.63 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 18.69 |
| Operator | |
| 14160 - Personal Computer Support | 25.89 |
| Technician | |
| 14170 - System Support Specialist | 30.66 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 32.29 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 39.07 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 46.83 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 32.29 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 31.45 |
| 15070 - Flight Instructor (Pilot) | 46.83 |
| 15080 - Graphic Artist | 23.71 |
| 15085 - Maintenance Test Pilot Fixed | 46.83 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 46.83 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 46.83 |
| Pilot | |
| 15090 - Technical Instructor | 23.80 |
| 15095 - Technical Instructor/Course | 29.12 |
| Developer | |
| 15110 - Test Proctor | 19.21 |

| | |
|--|-------|
| 15120 - Tutor | 19.21 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.61 |
| 16030 - Counter Attendant | 10.61 |
| 16040 - Dry Cleaner | 13.19 |
| 16070 - Finisher Flatwork Machine | 10.61 |
| 16090 - Presser Hand | 10.61 |
| 16110 - Presser Machine Drycleaning | 10.61 |
| 16130 - Presser Machine Shirts | 10.61 |
| 16160 - Presser Machine Wearing | 10.61 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 14.02 |
| 16220 - Tailor | 14.87 |
| 16250 - Washer Machine | 11.48 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.17 |
| 19040 - Tool And Die Maker | 25.66 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.59 |
| 21030 - Material Coordinator | 20.51 |
| 21040 - Material Expediter | 20.51 |
| 21050 - Material Handling Laborer | 13.66 |
| 21071 - Order Filler | 13.84 |
| 21080 - Production Line Worker (Food Processing) | 16.59 |
| 21110 - Shipping Packer | 18.71 |
| 21130 - Shipping/Receiving Clerk | 18.71 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 16.61 |
| 21210 - Tools And Parts Attendant | 16.59 |
| 21410 - Warehouse Specialist | 16.59 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.81 |
| 23019 - Aircraft Logs and Records Technician | 18.80 |
| 23021 - Aircraft Mechanic I | 23.31 |
| 23022 - Aircraft Mechanic II | 24.81 |
| 23023 - Aircraft Mechanic III | 26.28 |
| 23040 - Aircraft Mechanic Helper | 15.59 |
| 23050 - Aircraft Painter | 20.17 |
| 23060 - Aircraft Servicer | 18.80 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.17 |
| 23080 - Aircraft Worker | 20.33 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 20.33 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 23.31 |
| 23110 - Appliance Mechanic | 20.38 |
| 23120 - Bicycle Repairer | 15.93 |
| 23125 - Cable Splicer | 25.85 |
| 23130 - Carpenter Maintenance | 19.32 |
| 23140 - Carpet Layer | 18.83 |
| 23160 - Electrician Maintenance | 22.40 |
| 23181 - Electronics Technician Maintenance I | 23.76 |
| 23182 - Electronics Technician Maintenance II | 26.58 |
| 23183 - Electronics Technician Maintenance III | 29.81 |
| 23260 - Fabric Worker | 17.63 |
| 23290 - Fire Alarm System Mechanic | 20.44 |
| 23310 - Fire Extinguisher Repairer | 15.93 |
| 23311 - Fuel Distribution System Mechanic | 22.37 |
| 23312 - Fuel Distribution System Operator | 16.57 |
| 23370 - General Maintenance Worker | 16.52 |
| 23380 - Ground Support Equipment Mechanic | 23.31 |
| 23381 - Ground Support Equipment Servicer | 18.80 |
| 23382 - Ground Support Equipment Worker | 20.33 |
| 23391 - Gunsmith I | 15.93 |
| 23392 - Gunsmith II | 18.83 |
| 23393 - Gunsmith III | 21.51 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 20.08 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 21.37 |
| 23430 - Heavy Equipment Mechanic | 22.67 |
| 23440 - Heavy Equipment Operator | 19.46 |
| 23460 - Instrument Mechanic | 21.51 |
| 23465 - Laboratory/Shelter Mechanic | 20.17 |
| 23470 - Laborer | 13.66 |
| 23510 - Locksmith | 20.17 |
| 23530 - Machinery Maintenance Mechanic | 26.03 |
| 23550 - Machinist Maintenance | 22.12 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 15.55 |
| 23591 - Metrology Technician I | 21.51 |
| 23592 - Metrology Technician II | 22.89 |
| 23593 - Metrology Technician III | 24.25 |
| 23640 - Millwright | 21.51 |
| 23710 - Office Appliance Repairer | 20.17 |
| 23760 - Painter Maintenance | 19.26 |
| 23790 - Pipefitter Maintenance | 25.56 |
| 23810 - Plumber Maintenance | 23.97 |
| 23820 - Pneudraulic Systems Mechanic | 21.51 |
| 23850 - Rigger | 21.91 |
| 23870 - Scale Mechanic | 18.83 |
| 23890 - Sheet-Metal Worker | 20.08 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.49 |
| 23931 - Telecommunications Mechanic | 31.10 |
| I | |
| 23932 - Telecommunications Mechanic | 33.89 |
| II | |
| 23950 - Telephone Lineman | 20.79 |
| 23960 - Welder Combination | 21.12 |
| Maintenance | |
| 23965 - Well Driller | 21.51 |
| 23970 - Woodcraft Worker | 21.51 |
| 23980 - Woodworker | 15.93 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.49 |
| 24570 - Child Care Attendant | 10.93 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 11.92 |
| 24620 - Family Readiness And Support | 17.49 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 17.68 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 21.51 |
| 25040 - Sewage Plant Operator | 24.55 |
| 25070 - Stationary Engineer | 21.51 |
| 25190 - Ventilation Equipment Tender | 14.46 |
| 25210 - Water Treatment Plant | 24.55 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.91 |
| 27007 - Baggage Inspector | 15.52 |
| 27008 - Corrections Officer | 27.67 |
| 27010 - Court Security Officer | 31.35 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 27.67 |
| 27070 - Firefighter | 28.70 |

| | |
|--|-------|
| 27101 - Guard I | 15.52 |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 30.90 |
| 27132 - Police Officer II | 34.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.25 |
| 28042 - Carnival Equipment Repairer | 16.80 |
| 28043 - Carnival Worker | 10.54 |
| 28210 - Gate Attendant/Gate Tender | 15.10 |
| 28310 - Lifeguard | 15.50 |
| 28350 - Park Attendant (Aide) | 16.89 |
| 28510 - Recreation Aide/Health | 12.32 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 20.92 |
| 28630 - Sports Official | 13.45 |
| 28690 - Swimming Pool Operator | 19.89 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 21.65 |
| 29020 - Hatch Tender | 21.65 |
| 29030 - Line Handler | 21.65 |
| 29041 - Stevedore I | 20.86 |
| 29042 - Stevedore II | 24.35 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 42.91 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 29.59 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 32.58 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 19.14 |
| 30022 - Archeological Technician II | 21.41 |
| 30023 - Archeological Technician III | 26.52 |
| 30030 - Cartographic Technician | 26.52 |
| 30040 - Civil Engineering Technician | 26.52 |
| 30051 - Cryogenic Technician I | 29.37 |
| 30052 - Cryogenic Technician II | 32.44 |
| 30061 - Drafter/CAD Operator I | 19.14 |
| 30062 - Drafter/CAD Operator II | 21.41 |
| 30063 - Drafter/CAD Operator III | 23.86 |
| 30064 - Drafter/CAD Operator IV | 29.37 |
| 30081 - Engineering Technician I | 18.79 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 29.22 |
| 30085 - Engineering Technician V | 35.73 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 24.89 |
| 30095 - Evidence Control Specialist | 26.52 |
| 30210 - Laboratory Technician | 23.86 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 29.37 |
| 30222 - Latent Fingerprint Technician II | 32.44 |
| 30240 - Mathematical Technician | 26.52 |
| 30361 - Paralegal/Legal Assistant I | 20.69 |
| 30362 - Paralegal/Legal Assistant II | 25.64 |
| 30363 - Paralegal/Legal Assistant III | 31.37 |
| 30364 - Paralegal/Legal Assistant IV | 37.94 |
| 30375 - Petroleum Supply Specialist | 32.44 |
| 30390 - Photo-Optics Technician | 26.52 |
| 30395 - Radiation Control Technician | 32.44 |
| 30461 - Technical Writer I | 26.52 |
| 30462 - Technical Writer II | 32.44 |
| 30463 - Technical Writer III | 39.26 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 27.27 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 33.00 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.55 |
| 30494 - Unexploded (UXO) Safety Escort | 27.27 |
| 30495 - Unexploded (UXO) Sweep Personnel | 27.27 |
| 30501 - Weather Forecaster I | 29.37 |
| 30502 - Weather Forecaster II | 35.73 |
| 30620 - Weather Observer Combined (see 2) | 23.86 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 26.52 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 33.00 |
| 31020 - Bus Aide | 11.55 |
| 31030 - Bus Driver | 17.57 |
| 31043 - Driver Courier | 14.92 |
| 31260 - Parking and Lot Attendant | 10.98 |
| 31290 - Shuttle Bus Driver | 16.45 |
| 31310 - Taxi Driver | 14.20 |
| 31361 - Truckdriver Light | 16.45 |
| 31362 - Truckdriver Medium | 17.99 |
| 31363 - Truckdriver Heavy | 20.47 |
| 31364 - Truckdriver Tractor-Trailer | 20.47 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.09 |
| 99030 - Cashier | 11.82 |
| 99050 - Desk Clerk | 11.46 |
| 99095 - Embalmer | 26.61 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 27.27 |
| 99251 - Laboratory Animal Caretaker | 17.20 |
| I | |
| 99252 - Laboratory Animal Caretaker | 18.94 |
| II | |
| 99260 - Marketing Analyst | 27.29 |
| 99310 - Mortician | 26.61 |
| 99410 - Pest Controller | 16.92 |
| 99510 - Photofinishing Worker | 14.76 |
| 99710 - Recycling Laborer | 21.09 |
| 99711 - Recycling Specialist | 26.60 |
| 99730 - Refuse Collector | 18.37 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 12.77 |
| 99830 - Survey Party Chief | 22.38 |
| 99831 - Surveying Aide | 13.50 |
| 99832 - Surveying Technician | 20.39 |
| 99840 - Vending Machine Attendant | 18.49 |
| 99841 - Vending Machine Repairer | 24.08 |
| 99842 - Vending Machine Repairer | 18.49 |
| 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 \$797.33 per month

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4565

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4565
Revision No.: 17
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Florida

Area: Florida County of Charlotte

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.91 |
| 01012 - Accounting Clerk II | | 16.75 |
| 01013 - Accounting Clerk III | | 18.73 |
| 01020 - Administrative Assistant | | 22.34 |
| 01035 - Court Reporter | | 18.36 |
| 01041 - Customer Service Representative I | | 12.43 |
| 01042 - Customer Service Representative II | | 13.78 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.24 |
| 01051 - Data Entry Operator I | 13.09 |
| 01052 - Data Entry Operator II | 14.28 |
| 01060 - Dispatcher Motor Vehicle | 18.33 |
| 01070 - Document Preparation Clerk | 14.15 |
| 01090 - Duplicating Machine Operator | 14.15 |
| 01111 - General Clerk I | 13.60 |
| 01112 - General Clerk II | 14.84 |
| 01113 - General Clerk III | 16.67 |
| 01120 - Housing Referral Assistant | 19.81 |
| 01141 - Messenger Courier | 11.38 |
| 01191 - Order Clerk I | 12.97 |
| 01192 - Order Clerk II | 14.15 |
| 01261 - Personnel Assistant (Employment) I | 15.89 |
| 01262 - Personnel Assistant (Employment) II | 18.22 |
| 01263 - Personnel Assistant (Employment) III | 19.81 |
| 01270 - Production Control Clerk | 19.92 |
| 01290 - Rental Clerk | 14.73 |
| 01300 - Scheduler Maintenance | 15.89 |
| 01311 - Secretary I | 15.89 |
| 01312 - Secretary II | 17.78 |
| 01313 - Secretary III | 19.81 |
| 01320 - Service Order Dispatcher | 16.39 |
| 01410 - Supply Technician | 22.34 |
| 01420 - Survey Worker | 17.52 |
| 01460 - Switchboard Operator/Receptionist | 13.90 |
| 01531 - Travel Clerk I | 13.77 |
| 01532 - Travel Clerk II | 15.01 |
| 01533 - Travel Clerk III | 16.25 |
| 01611 - Word Processor I | 14.15 |
| 01612 - Word Processor II | 15.89 |
| 01613 - Word Processor III | 17.78 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 22.22 |
| Fiberglass | |
| 05010 - Automotive Electrician | 20.79 |
| 05040 - Automotive Glass Installer | 19.87 |
| 05070 - Automotive Worker | 19.87 |
| 05110 - Mobile Equipment Servicer | 18.02 |
| 05130 - Motor Equipment Metal | 21.75 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 19.87 |
| 05190 - Motor Vehicle Mechanic | 20.88 |
| 05220 - Motor Vehicle Mechanic Helper | 17.00 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 18.94 |
| 05280 - Motor Vehicle Wrecker | 19.87 |
| 05310 - Painter Automotive | 20.79 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 14.11 |
| 05400 - Transmission Repair Specialist | 21.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.21 |
| 07041 - Cook I | 13.38 |
| 07042 - Cook II | 15.56 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 12.78 |
| 07210 - Meat Cutter | 17.07 |
| 07260 - Waiter/Waitress | 9.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.49 |
| 09040 - Furniture Handler | 12.70 |
| 09080 - Furniture Refinisher | 20.49 |
| 09090 - Furniture Refinisher Helper | 15.24 |
| 09110 - Furniture Repairer Minor | 17.95 |
| 09130 - Upholsterer | 20.49 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.96 |
| 11060 - Elevator Operator | 11.96 |
| 11090 - Gardener | 17.00 |
| 11122 - Housekeeping Aide | 13.50 |
| 11150 - Janitor | 13.50 |
| 11210 - Laborer Grounds Maintenance | 12.85 |
| 11240 - Maid or Houseman | 10.98 |
| 11260 - Pruner | 11.30 |
| 11270 - Tractor Operator | 15.62 |
| 11330 - Trail Maintenance Worker | 12.85 |
| 11360 - Window Cleaner | 15.35 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.53 |
| 12011 - Breath Alcohol Technician | 18.60 |
| 12012 - Certified Occupational Therapist Assistant | 32.72 |
| 12015 - Certified Physical Therapist Assistant | 35.85 |
| 12020 - Dental Assistant | 20.22 |
| 12025 - Dental Hygienist | 35.24 |
| 12030 - EKG Technician | 28.19 |
| 12035 - Electroneurodiagnostic Technologist | 28.19 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 19.53 |
| 12071 - Licensed Practical Nurse I | 17.44 |
| 12072 - Licensed Practical Nurse II | 19.51 |
| 12073 - Licensed Practical Nurse III | 21.75 |
| 12100 - Medical Assistant | 16.40 |
| 12130 - Medical Laboratory Technician | 18.37 |
| Technician | |
| 12160 - Medical Record Clerk | 17.07 |
| 12190 - Medical Record Technician | 22.65 |
| 12195 - Medical Transcriptionist | 16.63 |
| 12210 - Nuclear Medicine | 40.88 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.63 |
| 12222 - Nursing Assistant II | 13.07 |
| 12223 - Nursing Assistant III | 14.26 |
| 12224 - Nursing Assistant IV | 16.02 |
| 12235 - Optical Dispenser | 21.72 |
| 12236 - Optical Technician | 16.63 |
| 12250 - Pharmacy Technician | 16.62 |
| 12280 - Phlebotomist | 16.63 |
| 12305 - Radiologic Technologist | 26.46 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 28.20 |
| 12313 - Registered Nurse II | 28.20 |
| Specialist | |
| 12314 - Registered Nurse III | 34.11 |
| 12315 - Registered Nurse III | 34.11 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 40.89 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.75 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 23.07 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 21.45 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 30.49 |
| 13041 - Illustrator I | 18.88 |
| 13042 - Illustrator II | 23.39 |
| 13043 - Illustrator III | 28.61 |
| 13047 - Librarian | 27.59 |
| 13050 - Library Aide/Clerk | 10.78 |
| 13054 - Library Information | 24.65 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 13.82 |
| 13061 - Media Specialist I | 17.98 |
| 13062 - Media Specialist II | 20.11 |
| 13063 - Media Specialist III | 22.43 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 18.09 |
| 13072 - Photographer II | 20.23 |
| 13073 - Photographer III | 25.08 |
| 13074 - Photographer IV | 29.18 |
| 13075 - Photographer V | 35.30 |
| 13090 - Technical Order Library | 16.73 |
| Clerk | |
| 13110 - Video Teleconference | 18.18 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 16.18 |
| 14042 - Computer Operator II | 18.10 |
| 14043 - Computer Operator III | 20.18 |
| 14044 - Computer Operator IV | 22.42 |
| 14045 - Computer Operator V | 24.83 |
| 14071 - Computer Programmer I | (see 1) 22.92 |
| 14072 - Computer Programmer II | (see 1) 27.56 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 16.18 |
| Operator | |
| 14160 - Personal Computer Support | 22.42 |
| Technician | |
| 14170 - System Support Specialist | 23.54 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.58 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.55 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 40.98 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 29.03 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 38.31 |
| 15070 - Flight Instructor (Pilot) | 40.98 |
| 15080 - Graphic Artist | 22.03 |
| 15085 - Maintenance Test Pilot Fixed | 40.98 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 40.98 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 40.98 |
| Pilot | |
| 15090 - Technical Instructor | 22.78 |
| 15095 - Technical Instructor/Course | 27.87 |
| Developer | |
| 15110 - Test Proctor | 18.39 |

| | |
|--|-------|
| 15120 - Tutor | 18.39 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.49 |
| 16030 - Counter Attendant | 10.49 |
| 16040 - Dry Cleaner | 13.31 |
| 16070 - Finisher Flatwork Machine | 10.49 |
| 16090 - Presser Hand | 10.49 |
| 16110 - Presser Machine Drycleaning | 10.49 |
| 16130 - Presser Machine Shirts | 10.49 |
| 16160 - Presser Machine Wearing | 10.49 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 14.24 |
| 16220 - Tailor | 15.13 |
| 16250 - Washer Machine | 11.48 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.49 |
| 19040 - Tool And Die Maker | 24.97 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.62 |
| 21030 - Material Coordinator | 18.02 |
| 21040 - Material Expediter | 18.02 |
| 21050 - Material Handling Laborer | 12.62 |
| 21071 - Order Filler | 12.07 |
| 21080 - Production Line Worker (Food Processing) | 16.62 |
| 21110 - Shipping Packer | 14.43 |
| 21130 - Shipping/Receiving Clerk | 14.43 |
| 21140 - Store Worker I | 11.33 |
| 21150 - Stock Clerk | 16.18 |
| 21210 - Tools And Parts Attendant | 16.62 |
| 21410 - Warehouse Specialist | 16.62 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.29 |
| 23019 - Aircraft Logs and Records Technician | 21.80 |
| 23021 - Aircraft Mechanic I | 25.04 |
| 23022 - Aircraft Mechanic II | 26.29 |
| 23023 - Aircraft Mechanic III | 27.60 |
| 23040 - Aircraft Mechanic Helper | 19.58 |
| 23050 - Aircraft Painter | 22.03 |
| 23060 - Aircraft Servicer | 21.80 |
| 23070 - Aircraft Survival Flight Equipment Technician | 22.03 |
| 23080 - Aircraft Worker | 22.87 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 22.87 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 25.04 |
| 23110 - Appliance Mechanic | 20.49 |
| 23120 - Bicycle Repairer | 16.59 |
| 23125 - Cable Splicer | 22.88 |
| 23130 - Carpenter Maintenance | 21.20 |
| 23140 - Carpet Layer | 19.28 |
| 23160 - Electrician Maintenance | 22.20 |
| 23181 - Electronics Technician Maintenance I | 19.54 |
| 23182 - Electronics Technician Maintenance II | 20.77 |
| 23183 - Electronics Technician Maintenance III | 24.93 |
| 23260 - Fabric Worker | 17.95 |
| 23290 - Fire Alarm System Mechanic | 21.81 |
| 23310 - Fire Extinguisher Repairer | 16.59 |
| 23311 - Fuel Distribution System Mechanic | 21.81 |
| 23312 - Fuel Distribution System Operator | 16.80 |
| 23370 - General Maintenance Worker | 17.25 |
| 23380 - Ground Support Equipment Mechanic | 25.04 |
| 23381 - Ground Support Equipment Servicer | 21.80 |
| 23382 - Ground Support Equipment Worker | 22.87 |
| 23391 - Gunsmith I | 16.59 |
| 23392 - Gunsmith II | 19.28 |
| 23393 - Gunsmith III | 21.81 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 21.46 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.61 |
| 23430 - Heavy Equipment Mechanic | 21.81 |
| 23440 - Heavy Equipment Operator | 19.11 |
| 23460 - Instrument Mechanic | 21.81 |
| 23465 - Laboratory/Shelter Mechanic | 20.49 |
| 23470 - Laborer | 12.62 |
| 23510 - Locksmith | 20.49 |
| 23530 - Machinery Maintenance Mechanic | 22.08 |
| 23550 - Machinist Maintenance | 20.36 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 15.19 |
| 23591 - Metrology Technician I | 21.81 |
| 23592 - Metrology Technician II | 22.98 |
| 23593 - Metrology Technician III | 24.00 |
| 23640 - Millwright | 21.81 |
| 23710 - Office Appliance Repairer | 20.77 |
| 23760 - Painter Maintenance | 17.67 |
| 23790 - Pipefitter Maintenance | 23.63 |
| 23810 - Plumber Maintenance | 22.20 |
| 23820 - Pneudraulic Systems Mechanic | 21.81 |
| 23850 - Rigger | 21.81 |
| 23870 - Scale Mechanic | 19.28 |
| 23890 - Sheet-Metal Worker | 21.81 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 17.53 |
| 23931 - Telecommunications Mechanic | 22.37 |
| I | |
| 23932 - Telecommunications Mechanic | 26.54 |
| II | |
| 23950 - Telephone Lineman | 23.50 |
| 23960 - Welder Combination | 18.34 |
| Maintenance | |
| 23965 - Well Driller | 21.81 |
| 23970 - Woodcraft Worker | 21.81 |
| 23980 - Woodworker | 16.59 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.89 |
| 24570 - Child Care Attendant | 13.36 |
| 24580 - Child Care Center Clerk | 16.65 |
| 24610 - Chore Aide | 12.04 |
| 24620 - Family Readiness And Support | 17.89 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 17.89 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 22.10 |
| 25040 - Sewage Plant Operator | 21.30 |
| 25070 - Stationary Engineer | 22.10 |
| 25190 - Ventilation Equipment Tender | 15.44 |
| 25210 - Water Treatment Plant | 21.30 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.36 |
| 27007 - Baggage Inspector | 14.48 |
| 27008 - Corrections Officer | 22.81 |
| 27010 - Court Security Officer | 21.45 |
| 27030 - Detection Dog Handler | 22.19 |
| 27040 - Detention Officer | 22.81 |
| 27070 - Firefighter | 19.59 |

| | |
|--|-------|
| 27101 - Guard I | 14.48 |
| 27102 - Guard II | 22.19 |
| 27131 - Police Officer I | 24.05 |
| 27132 - Police Officer II | 26.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.53 |
| 28042 - Carnival Equipment Repairer | 15.82 |
| 28043 - Carnival Worker | 10.52 |
| 28210 - Gate Attendant/Gate Tender | 18.65 |
| 28310 - Lifeguard | 16.34 |
| 28350 - Park Attendant (Aide) | 20.86 |
| 28510 - Recreation Aide/Health | 12.86 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 24.92 |
| 28630 - Sports Official | 16.61 |
| 28690 - Swimming Pool Operator | 18.39 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 19.54 |
| 29020 - Hatch Tender | 19.54 |
| 29030 - Line Handler | 19.54 |
| 29041 - Stevedore I | 18.16 |
| 29042 - Stevedore II | 20.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.29 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.78 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.59 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 15.80 |
| 30022 - Archeological Technician II | 18.16 |
| 30023 - Archeological Technician III | 22.52 |
| 30030 - Cartographic Technician | 24.49 |
| 30040 - Civil Engineering Technician | 23.44 |
| 30051 - Cryogenic Technician I | 22.92 |
| 30052 - Cryogenic Technician II | 25.31 |
| 30061 - Drafter/CAD Operator I | 14.36 |
| 30062 - Drafter/CAD Operator II | 18.16 |
| 30063 - Drafter/CAD Operator III | 18.41 |
| 30064 - Drafter/CAD Operator IV | 24.93 |
| 30081 - Engineering Technician I | 16.69 |
| 30082 - Engineering Technician II | 18.74 |
| 30083 - Engineering Technician III | 21.23 |
| 30084 - Engineering Technician IV | 24.45 |
| 30085 - Engineering Technician V | 26.10 |
| 30086 - Engineering Technician VI | 29.43 |
| 30090 - Environmental Technician | 18.16 |
| 30095 - Evidence Control Specialist | 20.69 |
| 30210 - Laboratory Technician | 17.50 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 22.92 |
| 30222 - Latent Fingerprint Technician II | 25.31 |
| 30240 - Mathematical Technician | 21.76 |
| 30361 - Paralegal/Legal Assistant I | 20.28 |
| 30362 - Paralegal/Legal Assistant II | 25.12 |
| 30363 - Paralegal/Legal Assistant III | 30.73 |
| 30364 - Paralegal/Legal Assistant IV | 37.18 |
| 30375 - Petroleum Supply Specialist | 25.31 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30395 - Radiation Control Technician | 25.31 |
| 30461 - Technical Writer I | 18.74 |
| 30462 - Technical Writer II | 22.95 |
| 30463 - Technical Writer III | 27.73 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 22.92 |
| 30502 - Weather Forecaster II | 27.87 |
| 30620 - Weather Observer Combined (see 2) | 18.41 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 19.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.46 |
| 31030 - Bus Driver | 17.84 |
| 31043 - Driver Courier | 13.85 |
| 31260 - Parking and Lot Attendant | 10.96 |
| 31290 - Shuttle Bus Driver | 14.30 |
| 31310 - Taxi Driver | 14.08 |
| 31361 - Truckdriver Light | 15.07 |
| 31362 - Truckdriver Medium | 16.31 |
| 31363 - Truckdriver Heavy | 19.17 |
| 31364 - Truckdriver Tractor-Trailer | 19.17 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 11.11 |
| 99050 - Desk Clerk | 12.95 |
| 99095 - Embalmer | 26.58 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 14.22 |
| I | |
| 99252 - Laboratory Animal Caretaker | 15.48 |
| II | |
| 99260 - Marketing Analyst | 22.92 |
| 99310 - Mortician | 26.58 |
| 99410 - Pest Controller | 15.50 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 16.49 |
| 99711 - Recycling Specialist | 20.04 |
| 99730 - Refuse Collector | 14.60 |
| 99810 - Sales Clerk | 12.54 |
| 99820 - School Crossing Guard | 12.84 |
| 99830 - Survey Party Chief | 17.99 |
| 99831 - Surveying Aide | 11.07 |
| 99832 - Surveying Technician | 16.90 |
| 99840 - Vending Machine Attendant | 17.75 |
| 99841 - Vending Machine Repairer | 22.46 |
| 99842 - Vending Machine Repairer | 17.75 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4567

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4567
Revision No.: 17
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Florida

Area: Florida County of Indian River

****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 | | 24.05 |
| 01035 - Court Reporter | | 17.89 |
| 01041 - Customer Service Representative I | | 13.04 |
| 01042 - Customer Service Representative II | | 14.48 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.99 |
| 01051 - Data Entry Operator I | 13.91 |
| 01052 - Data Entry Operator II | 15.18 |
| 01060 - Dispatcher Motor Vehicle | 16.31 |
| 01070 - Document Preparation Clerk | 14.97 |
| 01090 - Duplicating Machine Operator | 14.97 |
| 01111 - General Clerk I | 13.84 |
| 01112 - General Clerk II | 15.11 |
| 01113 - General Clerk III | 16.96 |
| 01120 - Housing Referral Assistant | 19.94 |
| 01141 - Messenger Courier | 12.16 |
| 01191 - Order Clerk I | 13.05 |
| 01192 - Order Clerk II | 14.24 |
| 01261 - Personnel Assistant (Employment) I | 15.99 |
| 01262 - Personnel Assistant (Employment) II | 17.89 |
| 01263 - Personnel Assistant (Employment) III | 19.94 |
| 01270 - Production Control Clerk | 19.41 |
| 01290 - Rental Clerk | 16.63 |
| 01300 - Scheduler Maintenance | 15.99 |
| 01311 - Secretary I | 15.99 |
| 01312 - Secretary II | 17.89 |
| 01313 - Secretary III | 19.94 |
| 01320 - Service Order Dispatcher | 14.82 |
| 01410 - Supply Technician | 24.05 |
| 01420 - Survey Worker | 17.89 |
| 01460 - Switchboard Operator/Receptionist | 13.96 |
| 01531 - Travel Clerk I | 14.37 |
| 01532 - Travel Clerk II | 15.61 |
| 01533 - Travel Clerk III | 16.71 |
| 01611 - Word Processor I | 14.24 |
| 01612 - Word Processor II | 15.99 |
| 01613 - Word Processor III | 17.89 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 19.32 |
| Fiberglass | |
| 05010 - Automotive Electrician | 18.70 |
| 05040 - Automotive Glass Installer | 17.58 |
| 05070 - Automotive Worker | 17.58 |
| 05110 - Mobile Equipment Servicer | 15.50 |
| 05130 - Motor Equipment Metal | 19.85 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.58 |
| 05190 - Motor Vehicle Mechanic | 19.85 |
| 05220 - Motor Vehicle Mechanic Helper | 14.58 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 16.58 |
| 05280 - Motor Vehicle Wrecker | 17.58 |
| 05310 - Painter Automotive | 18.70 |
| 05340 - Radiator Repair Specialist | 17.58 |
| 05370 - Tire Repairer | 13.67 |
| 05400 - Transmission Repair Specialist | 19.85 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.17 |
| 07041 - Cook I | 13.91 |
| 07042 - Cook II | 16.01 |
| 07070 - Dishwasher | 11.67 |
| 07130 - Food Service Worker | 12.16 |
| 07210 - Meat Cutter | 16.31 |
| 07260 - Waiter/Waitress | 10.21 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.96 |
| 09040 - Furniture Handler | 13.01 |
| 09080 - Furniture Refinisher | 19.53 |
| 09090 - Furniture Refinisher Helper | 14.80 |
| 09110 - Furniture Repairer Minor | 17.18 |
| 09130 - Upholsterer | 20.51 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.57 |
| 11122 - Housekeeping Aide | 12.17 |
| 11150 - Janitor | 12.17 |
| 11210 - Laborer Grounds Maintenance | 14.52 |
| 11240 - Maid or Houseman | 12.09 |
| 11260 - Pruner | 13.17 |
| 11270 - Tractor Operator | 17.22 |
| 11330 - Trail Maintenance Worker | 14.52 |
| 11360 - Window Cleaner | 13.42 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.92 |
| 12011 - Breath Alcohol Technician | 20.92 |
| 12012 - Certified Occupational Therapist Assistant | 28.69 |
| 12015 - Certified Physical Therapist Assistant | 29.20 |
| 12020 - Dental Assistant | 19.22 |
| 12025 - Dental Hygienist | 34.61 |
| 12030 - EKG Technician | 31.46 |
| 12035 - Electroneurodiagnostic Technologist | 31.46 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 20.92 |
| 12071 - Licensed Practical Nurse I | 18.70 |
| 12072 - Licensed Practical Nurse II | 20.92 |
| 12073 - Licensed Practical Nurse III | 23.31 |
| 12100 - Medical Assistant | 16.55 |
| 12130 - Medical Laboratory Technician | 27.31 |
| Technician | |
| 12160 - Medical Record Clerk | 16.12 |
| 12190 - Medical Record Technician | 18.02 |
| 12195 - Medical Transcriptionist | 18.70 |
| 12210 - Nuclear Medicine | 45.96 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.81 |
| 12222 - Nursing Assistant II | 14.39 |
| 12223 - Nursing Assistant III | 15.71 |
| 12224 - Nursing Assistant IV | 17.64 |
| 12235 - Optical Dispenser | 19.45 |
| 12236 - Optical Technician | 18.70 |
| 12250 - Pharmacy Technician | 15.82 |
| 12280 - Phlebotomist | 15.72 |
| 12305 - Radiologic Technologist | 26.48 |
| 12311 - Registered Nurse I | 26.16 |
| 12312 - Registered Nurse II | 32.00 |
| 12313 - Registered Nurse II | 32.00 |
| Specialist | |
| 12314 - Registered Nurse III | 38.72 |
| 12315 - Registered Nurse III | 38.72 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 46.42 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.91 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 23.54 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 22.52 |
| 13012 - Exhibits Specialist II | 27.90 |
| 13013 - Exhibits Specialist III | 34.12 |
| 13041 - Illustrator I | 22.52 |
| 13042 - Illustrator II | 27.90 |
| 13043 - Illustrator III | 34.12 |
| 13047 - Librarian | 30.89 |
| 13050 - Library Aide/Clerk | 17.56 |
| 13054 - Library Information | 27.90 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 22.52 |
| 13061 - Media Specialist I | 20.13 |
| 13062 - Media Specialist II | 22.52 |
| 13063 - Media Specialist III | 25.10 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 20.13 |
| 13072 - Photographer II | 22.52 |
| 13073 - Photographer III | 27.90 |
| 13074 - Photographer IV | 34.12 |
| 13075 - Photographer V | 41.29 |
| 13090 - Technical Order Library | 20.21 |
| Clerk | |
| 13110 - Video Teleconference | 20.13 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 16.15 |
| 14042 - Computer Operator II | 18.06 |
| 14043 - Computer Operator III | 20.14 |
| 14044 - Computer Operator IV | 22.37 |
| 14045 - Computer Operator V | 24.79 |
| 14071 - Computer Programmer I | (see 1) 23.18 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 16.15 |
| Operator | |
| 14160 - Personal Computer Support | 22.37 |
| Technician | |
| 14170 - System Support Specialist | 24.79 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 29.98 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.26 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 38.96 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 29.98 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 29.21 |
| 15070 - Flight Instructor (Pilot) | 38.96 |
| 15080 - Graphic Artist | 21.03 |
| 15085 - Maintenance Test Pilot Fixed | 41.06 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 41.06 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 41.06 |
| Pilot | |
| 15090 - Technical Instructor | 26.40 |
| 15095 - Technical Instructor/Course | 31.35 |
| Developer | |
| 15110 - Test Proctor | 21.66 |

| | |
|--|-------|
| 15120 - Tutor | 21.66 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.61 |
| 16030 - Counter Attendant | 10.61 |
| 16040 - Dry Cleaner | 13.19 |
| 16070 - Finisher Flatwork Machine | 10.61 |
| 16090 - Presser Hand | 10.61 |
| 16110 - Presser Machine Drycleaning | 10.61 |
| 16130 - Presser Machine Shirts | 10.61 |
| 16160 - Presser Machine Wearing | 10.61 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 14.02 |
| 16220 - Tailor | 14.87 |
| 16250 - Washer Machine | 11.48 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.37 |
| 19040 - Tool And Die Maker | 23.93 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.24 |
| 21030 - Material Coordinator | 19.41 |
| 21040 - Material Expediter | 19.41 |
| 21050 - Material Handling Laborer | 15.14 |
| 21071 - Order Filler | 14.49 |
| 21080 - Production Line Worker (Food Processing) | 15.24 |
| 21110 - Shipping Packer | 16.93 |
| 21130 - Shipping/Receiving Clerk | 16.93 |
| 21140 - Store Worker I | 13.62 |
| 21150 - Stock Clerk | 18.22 |
| 21210 - Tools And Parts Attendant | 15.24 |
| 21410 - Warehouse Specialist | 15.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.95 |
| 23019 - Aircraft Logs and Records Technician | 19.26 |
| 23021 - Aircraft Mechanic I | 23.60 |
| 23022 - Aircraft Mechanic II | 24.95 |
| 23023 - Aircraft Mechanic III | 26.28 |
| 23040 - Aircraft Mechanic Helper | 16.85 |
| 23050 - Aircraft Painter | 21.90 |
| 23060 - Aircraft Servicer | 19.26 |
| 23070 - Aircraft Survival Flight Equipment Technician | 21.90 |
| 23080 - Aircraft Worker | 20.58 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 20.58 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 23.60 |
| 23110 - Appliance Mechanic | 19.37 |
| 23120 - Bicycle Repairer | 15.83 |
| 23125 - Cable Splicer | 24.84 |
| 23130 - Carpenter Maintenance | 19.48 |
| 23140 - Carpet Layer | 18.21 |
| 23160 - Electrician Maintenance | 22.10 |
| 23181 - Electronics Technician Maintenance I | 22.65 |
| 23182 - Electronics Technician Maintenance II | 24.25 |
| 23183 - Electronics Technician Maintenance III | 25.73 |
| 23260 - Fabric Worker | 17.04 |
| 23290 - Fire Alarm System Mechanic | 20.56 |
| 23310 - Fire Extinguisher Repairer | 15.83 |
| 23311 - Fuel Distribution System Mechanic | 20.56 |
| 23312 - Fuel Distribution System Operator | 16.75 |
| 23370 - General Maintenance Worker | 17.61 |
| 23380 - Ground Support Equipment Mechanic | 23.60 |
| 23381 - Ground Support Equipment Servicer | 19.26 |
| 23382 - Ground Support Equipment Worker | 20.58 |
| 23391 - Gunsmith I | 17.56 |
| 23392 - Gunsmith II | 20.20 |
| 23393 - Gunsmith III | 22.75 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 21.59 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.83 |
| 23430 - Heavy Equipment Mechanic | 20.74 |
| 23440 - Heavy Equipment Operator | 20.78 |
| 23460 - Instrument Mechanic | 20.56 |
| 23465 - Laboratory/Shelter Mechanic | 20.21 |
| 23470 - Laborer | 15.14 |
| 23510 - Locksmith | 19.37 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist Maintenance | 20.56 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 17.08 |
| 23591 - Metrology Technician I | 20.56 |
| 23592 - Metrology Technician II | 21.74 |
| 23593 - Metrology Technician III | 22.90 |
| 23640 - Millwright | 20.56 |
| 23710 - Office Appliance Repairer | 19.37 |
| 23760 - Painter Maintenance | 17.50 |
| 23790 - Pipefitter Maintenance | 24.05 |
| 23810 - Plumber Maintenance | 22.66 |
| 23820 - Pneudraulic Systems Mechanic | 20.56 |
| 23850 - Rigger | 20.56 |
| 23870 - Scale Mechanic | 18.21 |
| 23890 - Sheet-Metal Worker | 19.20 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.15 |
| 23931 - Telecommunications Mechanic | 24.60 |
| I | |
| 23932 - Telecommunications Mechanic | 26.01 |
| II | |
| 23950 - Telephone Lineman | 21.31 |
| 23960 - Welder Combination | 21.28 |
| Maintenance | |
| 23965 - Well Driller | 20.56 |
| 23970 - Woodcraft Worker | 20.56 |
| 23980 - Woodworker | 15.83 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.54 |
| 24570 - Child Care Attendant | 12.03 |
| 24580 - Child Care Center Clerk | 14.99 |
| 24610 - Chore Aide | 12.04 |
| 24620 - Family Readiness And Support | 15.54 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 16.67 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 20.56 |
| 25040 - Sewage Plant Operator | 27.49 |
| 25070 - Stationary Engineer | 20.56 |
| 25190 - Ventilation Equipment Tender | 14.68 |
| 25210 - Water Treatment Plant | 27.49 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.14 |
| 27007 - Baggage Inspector | 14.32 |
| 27008 - Corrections Officer | 18.77 |
| 27010 - Court Security Officer | 18.77 |
| 27030 - Detection Dog Handler | 17.09 |
| 27040 - Detention Officer | 18.77 |
| 27070 - Firefighter | 21.14 |

| | |
|--|-------|
| 27101 - Guard I | 14.32 |
| 27102 - Guard II | 17.09 |
| 27131 - Police Officer I | 22.07 |
| 27132 - Police Officer II | 24.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.51 |
| 28042 - Carnival Equipment Repairer | 14.56 |
| 28043 - Carnival Worker | 10.33 |
| 28210 - Gate Attendant/Gate Tender | 15.48 |
| 28310 - Lifeguard | 15.68 |
| 28350 - Park Attendant (Aide) | 17.32 |
| 28510 - Recreation Aide/Health | 12.64 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 21.45 |
| 28630 - Sports Official | 13.79 |
| 28690 - Swimming Pool Operator | 16.76 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 18.21 |
| 29020 - Hatch Tender | 18.21 |
| 29030 - Line Handler | 18.21 |
| 29041 - Stevedore I | 17.04 |
| 29042 - Stevedore II | 20.11 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 42.91 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 29.59 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 32.58 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 18.73 |
| 30022 - Archeological Technician II | 20.94 |
| 30023 - Archeological Technician III | 25.95 |
| 30030 - Cartographic Technician | 25.95 |
| 30040 - Civil Engineering Technician | 25.95 |
| 30051 - Cryogenic Technician I | 28.73 |
| 30052 - Cryogenic Technician II | 31.75 |
| 30061 - Drafter/CAD Operator I | 18.73 |
| 30062 - Drafter/CAD Operator II | 20.94 |
| 30063 - Drafter/CAD Operator III | 23.35 |
| 30064 - Drafter/CAD Operator IV | 28.73 |
| 30081 - Engineering Technician I | 16.68 |
| 30082 - Engineering Technician II | 18.73 |
| 30083 - Engineering Technician III | 20.94 |
| 30084 - Engineering Technician IV | 25.95 |
| 30085 - Engineering Technician V | 31.75 |
| 30086 - Engineering Technician VI | 38.40 |
| 30090 - Environmental Technician | 25.95 |
| 30095 - Evidence Control Specialist | 25.95 |
| 30210 - Laboratory Technician | 23.35 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 28.73 |
| 30222 - Latent Fingerprint Technician II | 31.75 |
| 30240 - Mathematical Technician | 25.95 |
| 30361 - Paralegal/Legal Assistant I | 21.07 |
| 30362 - Paralegal/Legal Assistant II | 26.10 |
| 30363 - Paralegal/Legal Assistant III | 31.93 |
| 30364 - Paralegal/Legal Assistant IV | 38.64 |
| 30375 - Petroleum Supply Specialist | 31.75 |
| 30390 - Photo-Optics Technician | 23.99 |
| 30395 - Radiation Control Technician | 31.75 |
| 30461 - Technical Writer I | 25.95 |
| 30462 - Technical Writer II | 31.75 |
| 30463 - Technical Writer III | 38.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 27.27 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 33.00 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.55 |
| 30494 - Unexploded (UXO) Safety Escort | 27.27 |
| 30495 - Unexploded (UXO) Sweep Personnel | 27.27 |
| 30501 - Weather Forecaster I | 28.73 |
| 30502 - Weather Forecaster II | 34.95 |
| 30620 - Weather Observer Combined (see 2) | 23.35 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 25.95 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 33.00 |
| 31020 - Bus Aide | 11.55 |
| 31030 - Bus Driver | 15.91 |
| 31043 - Driver Courier | 15.56 |
| 31260 - Parking and Lot Attendant | 11.35 |
| 31290 - Shuttle Bus Driver | 16.25 |
| 31310 - Taxi Driver | 16.96 |
| 31361 - Truckdriver Light | 14.77 |
| 31362 - Truckdriver Medium | 15.11 |
| 31363 - Truckdriver Heavy | 18.70 |
| 31364 - Truckdriver Tractor-Trailer | 18.70 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.09 |
| 99030 - Cashier | 11.58 |
| 99050 - Desk Clerk | 12.32 |
| 99095 - Embalmer | 27.27 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 27.27 |
| 99251 - Laboratory Animal Caretaker | 16.47 |
| I | |
| 99252 - Laboratory Animal Caretaker | 17.74 |
| II | |
| 99260 - Marketing Analyst | 30.36 |
| 99310 - Mortician | 27.27 |
| 99410 - Pest Controller | 19.53 |
| 99510 - Photofinishing Worker | 14.33 |
| 99710 - Recycling Laborer | 16.70 |
| 99711 - Recycling Specialist | 19.81 |
| 99730 - Refuse Collector | 15.15 |
| 99810 - Sales Clerk | 13.18 |
| 99820 - School Crossing Guard | 14.65 |
| 99830 - Survey Party Chief | 20.33 |
| 99831 - Surveying Aide | 13.47 |
| 99832 - Surveying Technician | 18.48 |
| 99840 - Vending Machine Attendant | 19.81 |
| 99841 - Vending Machine Repairer | 24.58 |
| 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 \$797.33 per month

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4569

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4569
Revision No.: 16
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Florida

Area: Florida Counties of Gadsden Jefferson Leon Wakulla

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.33 |
| 01012 - Accounting Clerk II | | 16.09 |
| 01013 - Accounting Clerk III | | 18.09 |
| 01020 - Administrative Assistant | | 22.41 |
| 01035 - Court Reporter | | 18.31 |
| 01041 - Customer Service Representative I | | 12.38 |
| 01042 - Customer Service Representative II | | 13.51 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.17 |
| 01051 - Data Entry Operator I | 13.07 |
| 01052 - Data Entry Operator II | 14.26 |
| 01060 - Dispatcher Motor Vehicle | 16.38 |
| 01070 - Document Preparation Clerk | 14.33 |
| 01090 - Duplicating Machine Operator | 14.33 |
| 01111 - General Clerk I | 12.87 |
| 01112 - General Clerk II | 14.04 |
| 01113 - General Clerk III | 15.76 |
| 01120 - Housing Referral Assistant | 20.41 |
| 01141 - Messenger Courier | 13.82 |
| 01191 - Order Clerk I | 13.36 |
| 01192 - Order Clerk II | 14.57 |
| 01261 - Personnel Assistant (Employment) I | 15.88 |
| 01262 - Personnel Assistant (Employment) II | 17.77 |
| 01263 - Personnel Assistant (Employment) III | 19.81 |
| 01270 - Production Control Clerk | 22.19 |
| 01290 - Rental Clerk | 13.45 |
| 01300 - Scheduler Maintenance | 16.36 |
| 01311 - Secretary I | 16.36 |
| 01312 - Secretary II | 18.31 |
| 01313 - Secretary III | 20.41 |
| 01320 - Service Order Dispatcher | 14.64 |
| 01410 - Supply Technician | 22.41 |
| 01420 - Survey Worker | 17.14 |
| 01460 - Switchboard Operator/Receptionist | 12.82 |
| 01531 - Travel Clerk I | 15.13 |
| 01532 - Travel Clerk II | 16.16 |
| 01533 - Travel Clerk III | 17.16 |
| 01611 - Word Processor I | 12.95 |
| 01612 - Word Processor II | 14.53 |
| 01613 - Word Processor III | 16.27 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.58 |
| Fiberglass | |
| 05010 - Automotive Electrician | 19.59 |
| 05040 - Automotive Glass Installer | 18.46 |
| 05070 - Automotive Worker | 18.46 |
| 05110 - Mobile Equipment Servicer | 16.13 |
| 05130 - Motor Equipment Metal | 20.82 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 18.46 |
| 05190 - Motor Vehicle Mechanic | 20.82 |
| 05220 - Motor Vehicle Mechanic Helper | 14.95 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 17.29 |
| 05280 - Motor Vehicle Wrecker | 18.46 |
| 05310 - Painter Automotive | 19.59 |
| 05340 - Radiator Repair Specialist | 18.46 |
| 05370 - Tire Repairer | 14.17 |
| 05400 - Transmission Repair Specialist | 20.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.69 |
| 07041 - Cook I | 11.65 |
| 07042 - Cook II | 13.33 |
| 07070 - Dishwasher | 10.92 |
| 07130 - Food Service Worker | 11.50 |
| 07210 - Meat Cutter | 17.44 |
| 07260 - Waiter/Waitress | 11.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.15 |
| 09040 - Furniture Handler | 13.44 |
| 09080 - Furniture Refinisher | 21.15 |
| 09090 - Furniture Refinisher Helper | 16.14 |
| 09110 - Furniture Repairer Minor | 18.67 |
| 09130 - Upholsterer | 21.15 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.39 |
| 11060 - Elevator Operator | 11.71 |
| 11090 - Gardener | 16.20 |
| 11122 - Housekeeping Aide | 11.71 |
| 11150 - Janitor | 11.71 |
| 11210 - Laborer Grounds Maintenance | 12.50 |
| 11240 - Maid or Houseman | 10.19 |
| 11260 - Pruner | 11.39 |
| 11270 - Tractor Operator | 15.01 |
| 11330 - Trail Maintenance Worker | 12.50 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.12 |
| 12011 - Breath Alcohol Technician | 18.19 |
| 12012 - Certified Occupational Therapist Assistant | 32.33 |
| 12015 - Certified Physical Therapist Assistant | 32.33 |
| 12020 - Dental Assistant | 19.09 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 24.79 |
| 12035 - Electroneurodiagnostic Technologist | 24.79 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 17.12 |
| 12071 - Licensed Practical Nurse I | 16.26 |
| 12072 - Licensed Practical Nurse II | 18.19 |
| 12073 - Licensed Practical Nurse III | 20.27 |
| 12100 - Medical Assistant | 15.31 |
| 12130 - Medical Laboratory Technician | 22.21 |
| Technician | |
| 12160 - Medical Record Clerk | 16.14 |
| 12190 - Medical Record Technician | 18.06 |
| 12195 - Medical Transcriptionist | 17.39 |
| 12210 - Nuclear Medicine | 39.97 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.87 |
| 12222 - Nursing Assistant II | 13.34 |
| 12223 - Nursing Assistant III | 14.56 |
| 12224 - Nursing Assistant IV | 16.35 |
| 12235 - Optical Dispenser | 21.00 |
| 12236 - Optical Technician | 16.26 |
| 12250 - Pharmacy Technician | 15.28 |
| 12280 - Phlebotomist | 16.62 |
| 12305 - Radiologic Technologist | 27.55 |
| 12311 - Registered Nurse I | 26.08 |
| 12312 - Registered Nurse II | 31.91 |
| 12313 - Registered Nurse II | 31.91 |
| Specialist | |
| 12314 - Registered Nurse III | 36.89 |
| 12315 - Registered Nurse III | 36.89 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 44.21 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.53 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 20.81 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 20.21 |
| 13012 - Exhibits Specialist II | 25.03 |
| 13013 - Exhibits Specialist III | 30.62 |
| 13041 - Illustrator I | 20.21 |
| 13042 - Illustrator II | 25.03 |
| 13043 - Illustrator III | 30.62 |
| 13047 - Librarian | 27.73 |
| 13050 - Library Aide/Clerk | 13.50 |
| 13054 - Library Information | 25.03 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 14.55 |
| 13061 - Media Specialist I | 16.84 |
| 13062 - Media Specialist II | 18.84 |
| 13063 - Media Specialist III | 21.01 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.84 |
| 13072 - Photographer II | 18.84 |
| 13073 - Photographer III | 23.34 |
| 13074 - Photographer IV | 28.55 |
| 13075 - Photographer V | 34.55 |
| 13090 - Technical Order Library | 16.96 |
| Clerk | |
| 13110 - Video Teleconference | 19.50 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.68 |
| 14042 - Computer Operator II | 17.54 |
| 14043 - Computer Operator III | 19.56 |
| 14044 - Computer Operator IV | 22.18 |
| 14045 - Computer Operator V | 24.06 |
| 14071 - Computer Programmer I | (see 1) 19.04 |
| 14072 - Computer Programmer II | (see 1) 23.59 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.01 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.68 |
| Operator | |
| 14160 - Personal Computer Support | 22.18 |
| Technician | |
| 14170 - System Support Specialist | 21.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 27.01 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.78 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 39.19 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 27.01 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 26.57 |
| 15070 - Flight Instructor (Pilot) | 39.19 |
| 15080 - Graphic Artist | 21.79 |
| 15085 - Maintenance Test Pilot Fixed | 38.75 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 38.75 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 38.75 |
| Pilot | |
| 15090 - Technical Instructor | 19.10 |
| 15095 - Technical Instructor/Course | 23.38 |
| Developer | |
| 15110 - Test Proctor | 15.41 |

| | |
|--|-------|
| 15120 - Tutor | 15.41 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.26 |
| 16030 - Counter Attendant | 10.26 |
| 16040 - Dry Cleaner | 11.83 |
| 16070 - Finisher Flatwork Machine | 10.26 |
| 16090 - Presser Hand | 10.26 |
| 16110 - Presser Machine Drycleaning | 10.26 |
| 16130 - Presser Machine Shirts | 10.26 |
| 16160 - Presser Machine Wearing | 10.26 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.35 |
| 16220 - Tailor | 12.89 |
| 16250 - Washer Machine | 10.77 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.51 |
| 19040 - Tool And Die Maker | 25.58 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.95 |
| 21030 - Material Coordinator | 22.19 |
| 21040 - Material Expediter | 22.19 |
| 21050 - Material Handling Laborer | 12.93 |
| 21071 - Order Filler | 12.51 |
| 21080 - Production Line Worker (Food Processing) | 15.95 |
| 21110 - Shipping Packer | 14.51 |
| 21130 - Shipping/Receiving Clerk | 14.51 |
| 21140 - Store Worker I | 12.28 |
| 21150 - Stock Clerk | 16.63 |
| 21210 - Tools And Parts Attendant | 15.95 |
| 21410 - Warehouse Specialist | 15.95 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.91 |
| 23019 - Aircraft Logs and Records Technician | 22.19 |
| 23021 - Aircraft Mechanic I | 26.42 |
| 23022 - Aircraft Mechanic II | 27.91 |
| 23023 - Aircraft Mechanic III | 29.37 |
| 23040 - Aircraft Mechanic Helper | 19.18 |
| 23050 - Aircraft Painter | 24.90 |
| 23060 - Aircraft Servicer | 22.19 |
| 23070 - Aircraft Survival Flight Equipment Technician | 24.90 |
| 23080 - Aircraft Worker | 23.69 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 23.69 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 26.42 |
| 23110 - Appliance Mechanic | 20.51 |
| 23120 - Bicycle Repairer | 16.90 |
| 23125 - Cable Splicer | 31.59 |
| 23130 - Carpenter Maintenance | 19.51 |
| 23140 - Carpet Layer | 19.33 |
| 23160 - Electrician Maintenance | 20.28 |
| 23181 - Electronics Technician Maintenance I | 24.08 |
| 23182 - Electronics Technician Maintenance II | 25.56 |
| 23183 - Electronics Technician Maintenance III | 27.17 |
| 23260 - Fabric Worker | 18.11 |
| 23290 - Fire Alarm System Mechanic | 23.71 |
| 23310 - Fire Extinguisher Repairer | 16.90 |
| 23311 - Fuel Distribution System Mechanic | 21.81 |
| 23312 - Fuel Distribution System Operator | 16.90 |
| 23370 - General Maintenance Worker | 16.06 |
| 23380 - Ground Support Equipment Mechanic | 26.42 |
| 23381 - Ground Support Equipment Servicer | 22.19 |
| 23382 - Ground Support Equipment Worker | 23.69 |
| 23391 - Gunsmith I | 16.90 |
| 23392 - Gunsmith II | 19.33 |
| 23393 - Gunsmith III | 21.81 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 19.98 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 21.12 |
| 23430 - Heavy Equipment Mechanic | 21.93 |
| 23440 - Heavy Equipment Operator | 17.84 |
| 23460 - Instrument Mechanic | 21.81 |
| 23465 - Laboratory/Shelter Mechanic | 20.51 |
| 23470 - Laborer | 12.93 |
| 23510 - Locksmith | 20.51 |
| 23530 - Machinery Maintenance Mechanic | 22.55 |
| 23550 - Machinist Maintenance | 20.71 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.77 |
| 23591 - Metrology Technician I | 21.81 |
| 23592 - Metrology Technician II | 23.06 |
| 23593 - Metrology Technician III | 24.31 |
| 23640 - Millwright | 21.81 |
| 23710 - Office Appliance Repairer | 19.56 |
| 23760 - Painter Maintenance | 16.94 |
| 23790 - Pipefitter Maintenance | 21.76 |
| 23810 - Plumber Maintenance | 20.47 |
| 23820 - Pneudraulic Systems Mechanic | 21.81 |
| 23850 - Rigger | 21.81 |
| 23870 - Scale Mechanic | 19.33 |
| 23890 - Sheet-Metal Worker | 21.58 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 21.25 |
| 23931 - Telecommunications Mechanic | 24.08 |
| I | |
| 23932 - Telecommunications Mechanic | 25.45 |
| II | |
| 23950 - Telephone Lineman | 22.54 |
| 23960 - Welder Combination | 18.04 |
| Maintenance | |
| 23965 - Well Driller | 21.81 |
| 23970 - Woodcraft Worker | 21.81 |
| 23980 - Woodworker | 16.90 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.68 |
| 24570 - Child Care Attendant | 11.04 |
| 24580 - Child Care Center Clerk | 13.77 |
| 24610 - Chore Aide | 11.31 |
| 24620 - Family Readiness And Support | 15.68 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 15.68 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 21.81 |
| 25040 - Sewage Plant Operator | 22.31 |
| 25070 - Stationary Engineer | 21.81 |
| 25190 - Ventilation Equipment Tender | 15.65 |
| 25210 - Water Treatment Plant | 22.31 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.43 |
| 27007 - Baggage Inspector | 12.90 |
| 27008 - Corrections Officer | 19.80 |
| 27010 - Court Security Officer | 21.00 |
| 27030 - Detection Dog Handler | 14.44 |
| 27040 - Detention Officer | 19.80 |
| 27070 - Firefighter | 20.44 |

| | |
|--|---------------|
| 27101 - Guard I | 12.90 |
| 27102 - Guard II | 14.44 |
| 27131 - Police Officer I | 22.92 |
| 27132 - Police Officer II | 25.47 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.98 |
| 28042 - Carnival Equipment Repairer | 14.01 |
| 28043 - Carnival Worker | 9.85 |
| 28210 - Gate Attendant/Gate Tender | 13.64 |
| 28310 - Lifeguard | 12.15 |
| 28350 - Park Attendant (Aide) | 15.26 |
| 28510 - Recreation Aide/Health | 11.13 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 18.90 |
| 28630 - Sports Official | 12.15 |
| 28690 - Swimming Pool Operator | 19.35 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 19.35 |
| 29020 - Hatch Tender | 19.35 |
| 29030 - Line Handler | 19.35 |
| 29041 - Stevedore I | 18.26 |
| 29042 - Stevedore II | 20.51 |
| 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 | 17.20 |
| 30022 - Archeological Technician II | 19.24 |
| 30023 - Archeological Technician III | 23.83 |
| 30030 - Cartographic Technician | 23.83 |
| 30040 - Civil Engineering Technician | 24.89 |
| 30051 - Cryogenic Technician I | 26.39 |
| 30052 - Cryogenic Technician II | 29.15 |
| 30061 - Drafter/CAD Operator I | 17.20 |
| 30062 - Drafter/CAD Operator II | 19.24 |
| 30063 - Drafter/CAD Operator III | 21.45 |
| 30064 - Drafter/CAD Operator IV | 26.39 |
| 30081 - Engineering Technician I | 14.09 |
| 30082 - Engineering Technician II | 15.82 |
| 30083 - Engineering Technician III | 17.70 |
| 30084 - Engineering Technician IV | 21.92 |
| 30085 - Engineering Technician V | 26.81 |
| 30086 - Engineering Technician VI | 32.45 |
| 30090 - Environmental Technician | 20.36 |
| 30095 - Evidence Control Specialist | 23.83 |
| 30210 - Laboratory Technician | 21.45 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 24.08 |
| 30222 - Latent Fingerprint Technician II | 26.60 |
| 30240 - Mathematical Technician | 25.74 |
| 30361 - Paralegal/Legal Assistant I | 20.58 |
| 30362 - Paralegal/Legal Assistant II | 25.50 |
| 30363 - Paralegal/Legal Assistant III | 31.19 |
| 30364 - Paralegal/Legal Assistant IV | 37.74 |
| 30375 - Petroleum Supply Specialist | 29.15 |
| 30390 - Photo-Optics Technician | 23.83 |
| 30395 - Radiation Control Technician | 29.15 |
| 30461 - Technical Writer I | 25.53 |
| 30462 - Technical Writer II | 31.23 |
| 30463 - Technical Writer III | 37.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.39 |
| 30502 - Weather Forecaster II | 32.11 |
| 30620 - Weather Observer Combined (see 2) | 21.45 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 23.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 11.14 |
| 31030 - Bus Driver | 15.48 |
| 31043 - Driver Courier | 15.08 |
| 31260 - Parking and Lot Attendant | 11.45 |
| 31290 - Shuttle Bus Driver | 15.96 |
| 31310 - Taxi Driver | 12.75 |
| 31361 - Truckdriver Light | 16.28 |
| 31362 - Truckdriver Medium | 17.45 |
| 31363 - Truckdriver Heavy | 19.15 |
| 31364 - Truckdriver Tractor-Trailer | 19.15 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.79 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 26.11 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 12.46 |
| I | |
| 99252 - Laboratory Animal Caretaker | 13.45 |
| II | |
| 99260 - Marketing Analyst | 27.14 |
| 99310 - Mortician | 26.11 |
| 99410 - Pest Controller | 17.49 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 19.22 |
| 99711 - Recycling Specialist | 22.50 |
| 99730 - Refuse Collector | 17.51 |
| 99810 - Sales Clerk | 12.25 |
| 99820 - School Crossing Guard | 13.32 |
| 99830 - Survey Party Chief | 22.74 |
| 99831 - Surveying Aide | 12.36 |
| 99832 - Surveying Technician | 20.68 |
| 99840 - Vending Machine Attendant | 17.26 |
| 99841 - Vending Machine Repairer | 20.80 |
| 99842 - Vending Machine Repairer | 17.26 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4571

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4571
Revision No.: 16
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Florida

Area: Florida Counties of Hernando Hillsborough Pasco Pinellas

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.16 |
| 01012 - Accounting Clerk II | | 17.03 |
| 01013 - Accounting Clerk III | | 19.04 |
| 01020 - Administrative Assistant | | 25.13 |
| 01035 - Court Reporter | | 18.36 |
| 01041 - Customer Service Representative I | | 13.18 |
| 01042 - Customer Service Representative II | | 14.83 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 16.15 |
| 01051 - Data Entry Operator I | 13.48 |
| 01052 - Data Entry Operator II | 14.71 |
| 01060 - Dispatcher Motor Vehicle | 18.05 |
| 01070 - Document Preparation Clerk | 14.60 |
| 01090 - Duplicating Machine Operator | 14.60 |
| 01111 - General Clerk I | 13.32 |
| 01112 - General Clerk II | 14.54 |
| 01113 - General Clerk III | 16.33 |
| 01120 - Housing Referral Assistant | 20.80 |
| 01141 - Messenger Courier | 18.14 |
| 01191 - Order Clerk I | 14.80 |
| 01192 - Order Clerk II | 16.14 |
| 01261 - Personnel Assistant (Employment) I | 16.45 |
| 01262 - Personnel Assistant (Employment) II | 18.39 |
| 01263 - Personnel Assistant (Employment) III | 20.50 |
| 01270 - Production Control Clerk | 22.16 |
| 01290 - Rental Clerk | 14.73 |
| 01300 - Scheduler Maintenance | 16.67 |
| 01311 - Secretary I | 16.67 |
| 01312 - Secretary II | 18.65 |
| 01313 - Secretary III | 20.80 |
| 01320 - Service Order Dispatcher | 16.13 |
| 01410 - Supply Technician | 25.13 |
| 01420 - Survey Worker | 16.42 |
| 01460 - Switchboard Operator/Receptionist | 14.08 |
| 01531 - Travel Clerk I | 18.05 |
| 01532 - Travel Clerk II | 19.64 |
| 01533 - Travel Clerk III | 21.37 |
| 01611 - Word Processor I | 14.76 |
| 01612 - Word Processor II | 16.57 |
| 01613 - Word Processor III | 18.54 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 20.57 |
| Fiberglass | |
| 05010 - Automotive Electrician | 20.79 |
| 05040 - Automotive Glass Installer | 19.87 |
| 05070 - Automotive Worker | 19.87 |
| 05110 - Mobile Equipment Servicer | 18.02 |
| 05130 - Motor Equipment Metal | 21.75 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 19.87 |
| 05190 - Motor Vehicle Mechanic | 21.33 |
| 05220 - Motor Vehicle Mechanic Helper | 17.00 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 18.94 |
| 05280 - Motor Vehicle Wrecker | 19.87 |
| 05310 - Painter Automotive | 20.79 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 15.35 |
| 05400 - Transmission Repair Specialist | 21.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.23 |
| 07041 - Cook I | 13.96 |
| 07042 - Cook II | 16.24 |
| 07070 - Dishwasher | 10.27 |
| 07130 - Food Service Worker | 12.00 |
| 07210 - Meat Cutter | 16.95 |
| 07260 - Waiter/Waitress | 10.66 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.65 |
| 09040 - Furniture Handler | 12.13 |
| 09080 - Furniture Refinisher | 16.87 |
| 09090 - Furniture Refinisher Helper | 12.54 |
| 09110 - Furniture Repairer Minor | 14.77 |
| 09130 - Upholsterer | 16.93 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.57 |
| 11060 - Elevator Operator | 12.86 |
| 11090 - Gardener | 17.89 |
| 11122 - Housekeeping Aide | 12.86 |
| 11150 - Janitor | 12.86 |
| 11210 - Laborer Grounds Maintenance | 13.53 |
| 11240 - Maid or Houseman | 11.21 |
| 11260 - Pruner | 11.90 |
| 11270 - Tractor Operator | 16.45 |
| 11330 - Trail Maintenance Worker | 13.53 |
| 11360 - Window Cleaner | 14.62 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.13 |
| 12011 - Breath Alcohol Technician | 20.04 |
| 12012 - Certified Occupational Therapist Assistant | 33.59 |
| 12015 - Certified Physical Therapist Assistant | 32.30 |
| 12020 - Dental Assistant | 19.74 |
| 12025 - Dental Hygienist | 36.71 |
| 12030 - EKG Technician | 25.86 |
| 12035 - Electroneurodiagnostic Technologist | 25.86 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 17.13 |
| 12071 - Licensed Practical Nurse I | 17.92 |
| 12072 - Licensed Practical Nurse II | 20.04 |
| 12073 - Licensed Practical Nurse III | 22.34 |
| 12100 - Medical Assistant | 15.85 |
| 12130 - Medical Laboratory Technician | 23.30 |
| Technician | |
| 12160 - Medical Record Clerk | 17.31 |
| 12190 - Medical Record Technician | 19.36 |
| 12195 - Medical Transcriptionist | 19.64 |
| 12210 - Nuclear Medicine | 36.95 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.33 |
| 12222 - Nursing Assistant II | 12.73 |
| 12223 - Nursing Assistant III | 13.89 |
| 12224 - Nursing Assistant IV | 15.60 |
| 12235 - Optical Dispenser | 20.91 |
| 12236 - Optical Technician | 14.67 |
| 12250 - Pharmacy Technician | 16.26 |
| 12280 - Phlebotomist | 16.68 |
| 12305 - Radiologic Technologist | 29.65 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 27.55 |
| 12313 - Registered Nurse II | 27.55 |
| Specialist | |
| 12314 - Registered Nurse III | 33.08 |
| 12315 - Registered Nurse III | 33.08 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 39.89 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.82 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 24.97 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 21.45 |
| 13012 - Exhibits Specialist II | 26.47 |
| 13013 - Exhibits Specialist III | 32.38 |
| 13041 - Illustrator I | 21.20 |
| 13042 - Illustrator II | 26.25 |
| 13043 - Illustrator III | 32.12 |
| 13047 - Librarian | 29.32 |
| 13050 - Library Aide/Clerk | 13.50 |
| 13054 - Library Information | 26.47 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 17.65 |
| 13061 - Media Specialist I | 19.10 |
| 13062 - Media Specialist II | 21.37 |
| 13063 - Media Specialist III | 23.83 |

| | |
|--|---------------|
| 13071 - Photographer I | 18.09 |
| 13072 - Photographer II | 20.23 |
| 13073 - Photographer III | 25.08 |
| 13074 - Photographer IV | 29.18 |
| 13075 - Photographer V | 35.30 |
| 13090 - Technical Order Library | 16.95 |
| Clerk | |
| 13110 - Video Teleconference | 18.18 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 18.28 |
| 14042 - Computer Operator II | 20.46 |
| 14043 - Computer Operator III | 22.81 |
| 14044 - Computer Operator IV | 25.34 |
| 14045 - Computer Operator V | 28.07 |
| 14071 - Computer Programmer I | (see 1) 22.92 |
| 14072 - Computer Programmer II | (see 1) 27.56 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 18.28 |
| Operator | |
| 14160 - Personal Computer Support | 25.34 |
| Technician | |
| 14170 - System Support Specialist | 36.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.58 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.55 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 40.70 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 29.03 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 29.93 |
| 15070 - Flight Instructor (Pilot) | 40.70 |
| 15080 - Graphic Artist | 22.09 |
| 15085 - Maintenance Test Pilot Fixed | 40.70 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 40.70 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 40.70 |
| Pilot | |
| 15090 - Technical Instructor | 23.56 |
| 15095 - Technical Instructor/Course | 28.93 |
| Developer | |
| 15110 - Test Proctor | 19.10 |

| | |
|--|-------|
| 15120 - Tutor | 19.10 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.38 |
| 16030 - Counter Attendant | 10.38 |
| 16040 - Dry Cleaner | 13.17 |
| 16070 - Finisher Flatwork Machine | 10.38 |
| 16090 - Presser Hand | 10.38 |
| 16110 - Presser Machine Drycleaning | 10.38 |
| 16130 - Presser Machine Shirts | 10.38 |
| 16160 - Presser Machine Wearing | 10.38 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 14.09 |
| 16220 - Tailor | 14.98 |
| 16250 - Washer Machine | 11.36 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.02 |
| 19040 - Tool And Die Maker | 25.60 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.33 |
| 21030 - Material Coordinator | 22.16 |
| 21040 - Material Expediter | 22.16 |
| 21050 - Material Handling Laborer | 13.86 |
| 21071 - Order Filler | 12.86 |
| 21080 - Production Line Worker (Food Processing) | 19.33 |
| 21110 - Shipping Packer | 15.57 |
| 21130 - Shipping/Receiving Clerk | 15.57 |
| 21140 - Store Worker I | 11.33 |
| 21150 - Stock Clerk | 16.18 |
| 21210 - Tools And Parts Attendant | 19.33 |
| 21410 - Warehouse Specialist | 19.33 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 33.47 |
| 23019 - Aircraft Logs and Records Technician | 26.15 |
| 23021 - Aircraft Mechanic I | 31.78 |
| 23022 - Aircraft Mechanic II | 33.47 |
| 23023 - Aircraft Mechanic III | 34.91 |
| 23040 - Aircraft Mechanic Helper | 22.21 |
| 23050 - Aircraft Painter | 28.48 |
| 23060 - Aircraft Servicer | 26.15 |
| 23070 - Aircraft Survival Flight Equipment Technician | 28.48 |
| 23080 - Aircraft Worker | 28.09 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 28.09 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 31.78 |
| 23110 - Appliance Mechanic | 19.93 |
| 23120 - Bicycle Repairer | 17.08 |
| 23125 - Cable Splicer | 26.44 |
| 23130 - Carpenter Maintenance | 18.79 |
| 23140 - Carpet Layer | 16.68 |
| 23160 - Electrician Maintenance | 21.31 |
| 23181 - Electronics Technician Maintenance I | 25.13 |
| 23182 - Electronics Technician Maintenance II | 26.71 |
| 23183 - Electronics Technician Maintenance III | 28.42 |
| 23260 - Fabric Worker | 18.49 |
| 23290 - Fire Alarm System Mechanic | 23.38 |
| 23310 - Fire Extinguisher Repairer | 17.08 |
| 23311 - Fuel Distribution System Mechanic | 21.87 |
| 23312 - Fuel Distribution System Operator | 16.63 |
| 23370 - General Maintenance Worker | 17.51 |
| 23380 - Ground Support Equipment Mechanic | 31.78 |
| 23381 - Ground Support Equipment Servicer | 26.15 |
| 23382 - Ground Support Equipment Worker | 28.09 |
| 23391 - Gunsmith I | 17.08 |
| 23392 - Gunsmith II | 19.87 |
| 23393 - Gunsmith III | 22.47 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 21.72 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.88 |
| 23430 - Heavy Equipment Mechanic | 23.71 |
| 23440 - Heavy Equipment Operator | 18.49 |
| 23460 - Instrument Mechanic | 22.19 |
| 23465 - Laboratory/Shelter Mechanic | 21.12 |
| 23470 - Laborer | 13.86 |
| 23510 - Locksmith | 19.76 |
| 23530 - Machinery Maintenance Mechanic | 26.18 |
| 23550 - Machinist Maintenance | 19.84 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.98 |
| 23591 - Metrology Technician I | 22.19 |
| 23592 - Metrology Technician II | 23.38 |
| 23593 - Metrology Technician III | 24.37 |
| 23640 - Millwright | 21.40 |
| 23710 - Office Appliance Repairer | 18.68 |
| 23760 - Painter Maintenance | 19.58 |
| 23790 - Pipefitter Maintenance | 22.78 |
| 23810 - Plumber Maintenance | 21.42 |
| 23820 - Pneudraulic Systems Mechanic | 22.47 |
| 23850 - Rigger | 23.63 |
| 23870 - Scale Mechanic | 19.87 |
| 23890 - Sheet-Metal Worker | 20.58 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 17.43 |
| 23931 - Telecommunications Mechanic | 24.35 |
| I | |
| 23932 - Telecommunications Mechanic | 25.65 |
| II | |
| 23950 - Telephone Lineman | 23.50 |
| 23960 - Welder Combination | 19.35 |
| Maintenance | |
| 23965 - Well Driller | 19.99 |
| 23970 - Woodcraft Worker | 22.47 |
| 23980 - Woodworker | 17.08 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.57 |
| 24570 - Child Care Attendant | 11.16 |
| 24580 - Child Care Center Clerk | 14.10 |
| 24610 - Chore Aide | 11.25 |
| 24620 - Family Readiness And Support | 16.57 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 17.33 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 28.60 |
| 25040 - Sewage Plant Operator | 21.65 |
| 25070 - Stationary Engineer | 28.60 |
| 25190 - Ventilation Equipment Tender | 19.99 |
| 25210 - Water Treatment Plant | 21.65 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.46 |
| 27007 - Baggage Inspector | 13.39 |
| 27008 - Corrections Officer | 24.75 |
| 27010 - Court Security Officer | 24.14 |
| 27030 - Detection Dog Handler | 16.69 |
| 27040 - Detention Officer | 24.75 |
| 27070 - Firefighter | 23.53 |

| | |
|--|-------|
| 27101 - Guard I | 13.39 |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 26.60 |
| 27132 - Police Officer II | 29.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.52 |
| 28042 - Carnival Equipment Repairer | 14.71 |
| 28043 - Carnival Worker | 9.78 |
| 28210 - Gate Attendant/Gate Tender | 14.89 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 16.65 |
| 28510 - Recreation Aide/Health | 12.15 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 20.63 |
| 28630 - Sports Official | 13.26 |
| 28690 - Swimming Pool Operator | 17.11 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 31.00 |
| 29020 - Hatch Tender | 31.00 |
| 29030 - Line Handler | 31.00 |
| 29041 - Stevedore I | 28.85 |
| 29042 - Stevedore II | 32.95 |
| 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 | 17.43 |
| 30022 - Archeological Technician II | 19.49 |
| 30023 - Archeological Technician III | 24.14 |
| 30030 - Cartographic Technician | 24.49 |
| 30040 - Civil Engineering Technician | 24.37 |
| 30051 - Cryogenic Technician I | 26.74 |
| 30052 - Cryogenic Technician II | 29.54 |
| 30061 - Drafter/CAD Operator I | 17.43 |
| 30062 - Drafter/CAD Operator II | 19.49 |
| 30063 - Drafter/CAD Operator III | 21.72 |
| 30064 - Drafter/CAD Operator IV | 26.74 |
| 30081 - Engineering Technician I | 16.69 |
| 30082 - Engineering Technician II | 18.74 |
| 30083 - Engineering Technician III | 21.23 |
| 30084 - Engineering Technician IV | 24.45 |
| 30085 - Engineering Technician V | 28.32 |
| 30086 - Engineering Technician VI | 32.37 |
| 30090 - Environmental Technician | 22.11 |
| 30095 - Evidence Control Specialist | 24.14 |
| 30210 - Laboratory Technician | 23.36 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 23.91 |
| 30222 - Latent Fingerprint Technician II | 26.41 |
| 30240 - Mathematical Technician | 28.52 |
| 30361 - Paralegal/Legal Assistant I | 19.10 |
| 30362 - Paralegal/Legal Assistant II | 23.66 |
| 30363 - Paralegal/Legal Assistant III | 28.94 |
| 30364 - Paralegal/Legal Assistant IV | 35.01 |
| 30375 - Petroleum Supply Specialist | 29.54 |
| 30390 - Photo-Optics Technician | 24.14 |
| 30395 - Radiation Control Technician | 29.54 |
| 30461 - Technical Writer I | 24.10 |
| 30462 - Technical Writer II | 29.47 |
| 30463 - Technical Writer III | 35.66 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.74 |
| 30502 - Weather Forecaster II | 32.53 |
| 30620 - Weather Observer Combined (see 2) | 21.72 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 24.14 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.43 |
| 31030 - Bus Driver | 17.80 |
| 31043 - Driver Courier | 14.66 |
| 31260 - Parking and Lot Attendant | 10.41 |
| 31290 - Shuttle Bus Driver | 15.06 |
| 31310 - Taxi Driver | 13.29 |
| 31361 - Truckdriver Light | 15.95 |
| 31362 - Truckdriver Medium | 17.26 |
| 31363 - Truckdriver Heavy | 19.33 |
| 31364 - Truckdriver Tractor-Trailer | 19.33 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 11.07 |
| 99050 - Desk Clerk | 11.50 |
| 99095 - Embalmer | 26.58 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 13.33 |
| I | |
| 99252 - Laboratory Animal Caretaker | 14.51 |
| II | |
| 99260 - Marketing Analyst | 29.62 |
| 99310 - Mortician | 26.58 |
| 99410 - Pest Controller | 20.93 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 22.17 |
| 99711 - Recycling Specialist | 26.96 |
| 99730 - Refuse Collector | 19.50 |
| 99810 - Sales Clerk | 12.49 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 19.11 |
| 99831 - Surveying Aide | 11.75 |
| 99832 - Surveying Technician | 17.94 |
| 99840 - Vending Machine Attendant | 13.04 |
| 99841 - Vending Machine Repairer | 15.79 |
| 99842 - Vending Machine Repairer | 13.04 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4573

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4573
Revision No.: 17
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Florida

Area: Florida County of Palm Beach

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.84 |
| 01012 - Accounting Clerk II | | 17.79 |
| 01013 - Accounting Clerk III | | 19.89 |
| 01020 - Administrative Assistant | | 28.29 |
| 01035 - Court Reporter | | 19.31 |
| 01041 - Customer Service Representative I | | 13.15 |
| 01042 - Customer Service Representative II | | 14.56 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 16.12 |
| 01051 - Data Entry Operator I | 14.37 |
| 01052 - Data Entry Operator II | 15.68 |
| 01060 - Dispatcher Motor Vehicle | 17.21 |
| 01070 - Document Preparation Clerk | 14.77 |
| 01090 - Duplicating Machine Operator | 14.77 |
| 01111 - General Clerk I | 14.69 |
| 01112 - General Clerk II | 16.03 |
| 01113 - General Clerk III | 18.01 |
| 01120 - Housing Referral Assistant | 21.52 |
| 01141 - Messenger Courier | 15.06 |
| 01191 - Order Clerk I | 15.11 |
| 01192 - Order Clerk II | 16.49 |
| 01261 - Personnel Assistant (Employment) I | 17.43 |
| 01262 - Personnel Assistant (Employment) II | 19.49 |
| 01263 - Personnel Assistant (Employment) III | 21.72 |
| 01270 - Production Control Clerk | 21.43 |
| 01290 - Rental Clerk | 14.93 |
| 01300 - Scheduler Maintenance | 17.27 |
| 01311 - Secretary I | 17.27 |
| 01312 - Secretary II | 19.31 |
| 01313 - Secretary III | 21.52 |
| 01320 - Service Order Dispatcher | 15.39 |
| 01410 - Supply Technician | 28.29 |
| 01420 - Survey Worker | 20.30 |
| 01460 - Switchboard Operator/Receptionist | 14.58 |
| 01531 - Travel Clerk I | 16.67 |
| 01532 - Travel Clerk II | 18.12 |
| 01533 - Travel Clerk III | 19.41 |
| 01611 - Word Processor I | 15.14 |
| 01612 - Word Processor II | 17.01 |
| 01613 - Word Processor III | 19.02 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.14 |
| Fiberglass | |
| 05010 - Automotive Electrician | 19.13 |
| 05040 - Automotive Glass Installer | 17.86 |
| 05070 - Automotive Worker | 17.86 |
| 05110 - Mobile Equipment Servicer | 15.10 |
| 05130 - Motor Equipment Metal | 20.40 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.86 |
| 05190 - Motor Vehicle Mechanic | 20.40 |
| 05220 - Motor Vehicle Mechanic Helper | 13.71 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 16.52 |
| 05280 - Motor Vehicle Wrecker | 17.86 |
| 05310 - Painter Automotive | 19.13 |
| 05340 - Radiator Repair Specialist | 17.86 |
| 05370 - Tire Repairer | 15.15 |
| 05400 - Transmission Repair Specialist | 20.40 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.25 |
| 07041 - Cook I | 13.50 |
| 07042 - Cook II | 15.98 |
| 07070 - Dishwasher | 11.20 |
| 07130 - Food Service Worker | 12.87 |
| 07210 - Meat Cutter | 16.63 |
| 07260 - Waiter/Waitress | 10.97 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.07 |
| 09040 - Furniture Handler | 12.32 |
| 09080 - Furniture Refinisher | 19.94 |
| 09090 - Furniture Refinisher Helper | 14.67 |
| 09110 - Furniture Repairer Minor | 17.30 |
| 09130 - Upholsterer | 19.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.17 |
| 11060 - Elevator Operator | 11.64 |
| 11090 - Gardener | 19.91 |
| 11122 - Housekeeping Aide | 11.64 |
| 11150 - Janitor | 11.64 |
| 11210 - Laborer Grounds Maintenance | 14.33 |
| 11240 - Maid or Houseman | 11.42 |
| 11260 - Pruner | 12.48 |
| 11270 - Tractor Operator | 18.07 |
| 11330 - Trail Maintenance Worker | 14.33 |
| 11360 - Window Cleaner | 13.36 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.07 |
| 12011 - Breath Alcohol Technician | 20.79 |
| 12012 - Certified Occupational Therapist Assistant | 32.71 |
| 12015 - Certified Physical Therapist Assistant | 29.49 |
| 12020 - Dental Assistant | 19.68 |
| 12025 - Dental Hygienist | 35.66 |
| 12030 - EKG Technician | 23.82 |
| 12035 - Electroneurodiagnostic Technologist | 23.82 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 18.07 |
| 12071 - Licensed Practical Nurse I | 18.59 |
| 12072 - Licensed Practical Nurse II | 20.79 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 17.50 |
| 12130 - Medical Laboratory Technician | 25.82 |
| Technician | |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 20.32 |
| 12195 - Medical Transcriptionist | 17.78 |
| 12210 - Nuclear Medicine | 37.64 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.08 |
| 12222 - Nursing Assistant II | 13.57 |
| 12223 - Nursing Assistant III | 14.82 |
| 12224 - Nursing Assistant IV | 16.64 |
| 12235 - Optical Dispenser | 19.33 |
| 12236 - Optical Technician | 15.24 |
| 12250 - Pharmacy Technician | 17.05 |
| 12280 - Phlebotomist | 16.04 |
| 12305 - Radiologic Technologist | 27.72 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 30.85 |
| 12313 - Registered Nurse II | 30.85 |
| Specialist | |
| 12314 - Registered Nurse III | 37.33 |
| 12315 - Registered Nurse III | 37.33 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 44.74 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.76 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 19.75 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 21.30 |
| 13012 - Exhibits Specialist II | 26.39 |
| 13013 - Exhibits Specialist III | 32.28 |
| 13041 - Illustrator I | 20.66 |
| 13042 - Illustrator II | 25.59 |
| 13043 - Illustrator III | 31.31 |
| 13047 - Librarian | 30.39 |
| 13050 - Library Aide/Clerk | 13.61 |
| 13054 - Library Information | 26.99 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 18.18 |
| 13061 - Media Specialist I | 18.18 |
| 13062 - Media Specialist II | 20.33 |
| 13063 - Media Specialist III | 22.67 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.89 |
| 13072 - Photographer II | 18.89 |
| 13073 - Photographer III | 23.40 |
| 13074 - Photographer IV | 28.63 |
| 13075 - Photographer V | 34.63 |
| 13090 - Technical Order Library | 17.97 |
| Clerk | |
| 13110 - Video Teleconference | 21.44 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 18.99 |
| 14042 - Computer Operator II | 21.23 |
| 14043 - Computer Operator III | 23.67 |
| 14044 - Computer Operator IV | 26.30 |
| 14045 - Computer Operator V | 29.13 |
| 14071 - Computer Programmer I | (see 1) 22.63 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 18.99 |
| Operator | |
| 14160 - Personal Computer Support | 26.30 |
| Technician | |
| 14170 - System Support Specialist | 29.13 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 31.48 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 38.08 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 41.70 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 31.48 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 29.96 |
| 15070 - Flight Instructor (Pilot) | 41.70 |
| 15080 - Graphic Artist | 24.26 |
| 15085 - Maintenance Test Pilot Fixed | 41.39 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 41.39 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 41.39 |
| Pilot | |
| 15090 - Technical Instructor | 24.25 |
| 15095 - Technical Instructor/Course | 29.67 |
| Developer | |
| 15110 - Test Proctor | 19.58 |

| | |
|--|-------|
| 15120 - Tutor | 19.58 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.50 |
| 16030 - Counter Attendant | 10.50 |
| 16040 - Dry Cleaner | 13.05 |
| 16070 - Finisher Flatwork Machine | 10.50 |
| 16090 - Presser Hand | 10.50 |
| 16110 - Presser Machine Drycleaning | 10.50 |
| 16130 - Presser Machine Shirts | 10.50 |
| 16160 - Presser Machine Wearing | 10.50 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 13.88 |
| 16220 - Tailor | 14.72 |
| 16250 - Washer Machine | 11.36 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.73 |
| 19040 - Tool And Die Maker | 27.64 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.74 |
| 21030 - Material Coordinator | 21.43 |
| 21040 - Material Expediter | 21.43 |
| 21050 - Material Handling Laborer | 14.33 |
| 21071 - Order Filler | 12.89 |
| 21080 - Production Line Worker (Food Processing) | 16.74 |
| 21110 - Shipping Packer | 15.19 |
| 21130 - Shipping/Receiving Clerk | 15.19 |
| 21140 - Store Worker I | 10.76 |
| 21150 - Stock Clerk | 16.44 |
| 21210 - Tools And Parts Attendant | 16.74 |
| 21410 - Warehouse Specialist | 16.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 36.00 |
| 23019 - Aircraft Logs and Records Technician | 27.39 |
| 23021 - Aircraft Mechanic I | 33.83 |
| 23022 - Aircraft Mechanic II | 36.00 |
| 23023 - Aircraft Mechanic III | 38.14 |
| 23040 - Aircraft Mechanic Helper | 22.74 |
| 23050 - Aircraft Painter | 31.72 |
| 23060 - Aircraft Servicer | 27.39 |
| 23070 - Aircraft Survival Flight Equipment Technician | 31.72 |
| 23080 - Aircraft Worker | 29.61 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 29.61 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 33.83 |
| 23110 - Appliance Mechanic | 20.87 |
| 23120 - Bicycle Repairer | 15.44 |
| 23125 - Cable Splicer | 26.56 |
| 23130 - Carpenter Maintenance | 20.40 |
| 23140 - Carpet Layer | 20.01 |
| 23160 - Electrician Maintenance | 22.09 |
| 23181 - Electronics Technician Maintenance I | 24.51 |
| 23182 - Electronics Technician Maintenance II | 26.58 |
| 23183 - Electronics Technician Maintenance III | 29.81 |
| 23260 - Fabric Worker | 17.93 |
| 23290 - Fire Alarm System Mechanic | 22.16 |
| 23310 - Fire Extinguisher Repairer | 16.92 |
| 23311 - Fuel Distribution System Mechanic | 24.83 |
| 23312 - Fuel Distribution System Operator | 18.39 |
| 23370 - General Maintenance Worker | 17.47 |
| 23380 - Ground Support Equipment Mechanic | 33.83 |
| 23381 - Ground Support Equipment Servicer | 27.39 |
| 23382 - Ground Support Equipment Worker | 29.61 |
| 23391 - Gunsmith I | 16.92 |
| 23392 - Gunsmith II | 20.00 |
| 23393 - Gunsmith III | 22.85 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 23.00 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 24.48 |
| 23430 - Heavy Equipment Mechanic | 24.94 |
| 23440 - Heavy Equipment Operator | 21.73 |
| 23460 - Instrument Mechanic | 22.85 |
| 23465 - Laboratory/Shelter Mechanic | 21.43 |
| 23470 - Laborer | 14.33 |
| 23510 - Locksmith | 18.94 |
| 23530 - Machinery Maintenance Mechanic | 22.48 |
| 23550 - Machinist Maintenance | 21.89 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.87 |
| 23591 - Metrology Technician I | 22.85 |
| 23592 - Metrology Technician II | 24.32 |
| 23593 - Metrology Technician III | 25.76 |
| 23640 - Millwright | 22.13 |
| 23710 - Office Appliance Repairer | 18.50 |
| 23760 - Painter Maintenance | 17.51 |
| 23790 - Pipefitter Maintenance | 23.94 |
| 23810 - Plumber Maintenance | 22.45 |
| 23820 - Pneudraulic Systems Mechanic | 22.85 |
| 23850 - Rigger | 24.18 |
| 23870 - Scale Mechanic | 20.00 |
| 23890 - Sheet-Metal Worker | 21.23 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 20.50 |
| 23931 - Telecommunications Mechanic | 30.36 |
| I | |
| 23932 - Telecommunications Mechanic | 32.31 |
| II | |
| 23950 - Telephone Lineman | 21.57 |
| 23960 - Welder Combination | 20.81 |
| Maintenance | |
| 23965 - Well Driller | 22.89 |
| 23970 - Woodcraft Worker | 22.85 |
| 23980 - Woodworker | 16.92 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.89 |
| 24570 - Child Care Attendant | 11.53 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 11.57 |
| 24620 - Family Readiness And Support | 17.89 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 17.89 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 29.45 |
| 25040 - Sewage Plant Operator | 24.77 |
| 25070 - Stationary Engineer | 29.45 |
| 25190 - Ventilation Equipment Tender | 19.81 |
| 25210 - Water Treatment Plant | 24.77 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 26.57 |
| 27007 - Baggage Inspector | 12.47 |
| 27008 - Corrections Officer | 27.97 |
| 27010 - Court Security Officer | 30.29 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 27.97 |
| 27070 - Firefighter | 33.91 |

| | |
|--|-------|
| 27101 - Guard I | 12.47 |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 31.66 |
| 27132 - Police Officer II | 35.19 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.98 |
| 28042 - Carnival Equipment Repairer | 17.60 |
| 28043 - Carnival Worker | 11.04 |
| 28210 - Gate Attendant/Gate Tender | 16.93 |
| 28310 - Lifeguard | 15.76 |
| 28350 - Park Attendant (Aide) | 18.93 |
| 28510 - Recreation Aide/Health | 13.81 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 23.45 |
| 28630 - Sports Official | 15.07 |
| 28690 - Swimming Pool Operator | 20.83 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 29.49 |
| 29020 - Hatch Tender | 29.49 |
| 29030 - Line Handler | 29.49 |
| 29041 - Stevedore I | 27.78 |
| 29042 - Stevedore II | 32.42 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 42.91 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 29.59 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 32.58 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 19.73 |
| 30022 - Archeological Technician II | 22.06 |
| 30023 - Archeological Technician III | 27.33 |
| 30030 - Cartographic Technician | 27.33 |
| 30040 - Civil Engineering Technician | 25.54 |
| 30051 - Cryogenic Technician I | 29.66 |
| 30052 - Cryogenic Technician II | 32.77 |
| 30061 - Drafter/CAD Operator I | 19.73 |
| 30062 - Drafter/CAD Operator II | 22.06 |
| 30063 - Drafter/CAD Operator III | 24.59 |
| 30064 - Drafter/CAD Operator IV | 30.27 |
| 30081 - Engineering Technician I | 18.79 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 29.22 |
| 30085 - Engineering Technician V | 35.73 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 23.03 |
| 30095 - Evidence Control Specialist | 26.79 |
| 30210 - Laboratory Technician | 22.13 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 27.24 |
| 30222 - Latent Fingerprint Technician II | 30.09 |
| 30240 - Mathematical Technician | 28.45 |
| 30361 - Paralegal/Legal Assistant I | 21.78 |
| 30362 - Paralegal/Legal Assistant II | 26.97 |
| 30363 - Paralegal/Legal Assistant III | 32.99 |
| 30364 - Paralegal/Legal Assistant IV | 39.92 |
| 30375 - Petroleum Supply Specialist | 32.77 |
| 30390 - Photo-Optics Technician | 27.33 |
| 30395 - Radiation Control Technician | 32.77 |
| 30461 - Technical Writer I | 25.84 |
| 30462 - Technical Writer II | 31.61 |
| 30463 - Technical Writer III | 38.25 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 27.27 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 33.00 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.55 |
| 30494 - Unexploded (UXO) Safety Escort | 27.27 |
| 30495 - Unexploded (UXO) Sweep Personnel | 27.27 |
| 30501 - Weather Forecaster I | 30.27 |
| 30502 - Weather Forecaster II | 36.82 |
| 30620 - Weather Observer Combined (see 2) | 24.59 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 27.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 33.00 |
| 31020 - Bus Aide | 12.85 |
| 31030 - Bus Driver | 19.52 |
| 31043 - Driver Courier | 14.92 |
| 31260 - Parking and Lot Attendant | 11.10 |
| 31290 - Shuttle Bus Driver | 16.45 |
| 31310 - Taxi Driver | 14.38 |
| 31361 - Truckdriver Light | 16.45 |
| 31362 - Truckdriver Medium | 17.99 |
| 31363 - Truckdriver Heavy | 19.54 |
| 31364 - Truckdriver Tractor-Trailer | 19.54 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.09 |
| 99030 - Cashier | 10.87 |
| 99050 - Desk Clerk | 12.81 |
| 99095 - Embalmer | 28.67 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 27.27 |
| 99251 - Laboratory Animal Caretaker | 14.27 |
| I | |
| 99252 - Laboratory Animal Caretaker | 15.72 |
| II | |
| 99260 - Marketing Analyst | 29.19 |
| 99310 - Mortician | 30.23 |
| 99410 - Pest Controller | 17.33 |
| 99510 - Photofinishing Worker | 14.81 |
| 99710 - Recycling Laborer | 23.99 |
| 99711 - Recycling Specialist | 30.26 |
| 99730 - Refuse Collector | 20.90 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 13.84 |
| 99830 - Survey Party Chief | 24.18 |
| 99831 - Surveying Aide | 14.60 |
| 99832 - Surveying Technician | 22.03 |
| 99840 - Vending Machine Attendant | 11.67 |
| 99841 - Vending Machine Repairer | 14.81 |
| 99842 - Vending Machine Repairer | 11.66 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4575

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4575
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Florida

Area: Florida Counties of Calhoun Franklin Holmes Jackson Liberty
Washington

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.76 |
| 01012 - Accounting Clerk II | | 16.58 |
| 01013 - Accounting Clerk III | | 18.54 |
| 01020 - Administrative Assistant | | 20.80 |
| 01035 - Court Reporter | | 17.22 |
| 01041 - Customer Service Representative I | | 12.35 |
| 01042 - Customer Service Representative II | | 13.48 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.14 |
| 01051 - Data Entry Operator I | 12.61 |
| 01052 - Data Entry Operator II | 13.76 |
| 01060 - Dispatcher Motor Vehicle | 17.12 |
| 01070 - Document Preparation Clerk | 13.71 |
| 01090 - Duplicating Machine Operator | 13.71 |
| 01111 - General Clerk I | 12.45 |
| 01112 - General Clerk II | 13.59 |
| 01113 - General Clerk III | 15.27 |
| 01120 - Housing Referral Assistant | 19.19 |
| 01141 - Messenger Courier | 13.65 |
| 01191 - Order Clerk I | 12.56 |
| 01192 - Order Clerk II | 13.71 |
| 01261 - Personnel Assistant (Employment) I | 15.40 |
| 01262 - Personnel Assistant (Employment) II | 17.22 |
| 01263 - Personnel Assistant (Employment) III | 19.19 |
| 01270 - Production Control Clerk | 18.70 |
| 01290 - Rental Clerk | 14.30 |
| 01300 - Scheduler Maintenance | 15.40 |
| 01311 - Secretary I | 15.40 |
| 01312 - Secretary II | 17.22 |
| 01313 - Secretary III | 19.19 |
| 01320 - Service Order Dispatcher | 15.14 |
| 01410 - Supply Technician | 20.80 |
| 01420 - Survey Worker | 15.99 |
| 01460 - Switchboard Operator/Receptionist | 13.65 |
| 01531 - Travel Clerk I | 13.68 |
| 01532 - Travel Clerk II | 14.84 |
| 01533 - Travel Clerk III | 15.96 |
| 01611 - Word Processor I | 12.40 |
| 01612 - Word Processor II | 14.30 |
| 01613 - Word Processor III | 15.99 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.33 |
| Fiberglass | |
| 05010 - Automotive Electrician | 16.94 |
| 05040 - Automotive Glass Installer | 17.66 |
| 05070 - Automotive Worker | 16.05 |
| 05110 - Mobile Equipment Servicer | 14.27 |
| 05130 - Motor Equipment Metal | 17.84 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 16.05 |
| 05190 - Motor Vehicle Mechanic | 17.84 |
| 05220 - Motor Vehicle Mechanic Helper | 13.32 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 15.19 |
| 05280 - Motor Vehicle Wrecker | 16.05 |
| 05310 - Painter Automotive | 16.94 |
| 05340 - Radiator Repair Specialist | 16.05 |
| 05370 - Tire Repairer | 13.79 |
| 05400 - Transmission Repair Specialist | 17.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.75 |
| 07041 - Cook I | 10.62 |
| 07042 - Cook II | 12.15 |
| 07070 - Dishwasher | 9.68 |
| 07130 - Food Service Worker | 10.68 |
| 07210 - Meat Cutter | 13.34 |
| 07260 - Waiter/Waitress | 11.23 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.78 |
| 09040 - Furniture Handler | 12.50 |
| 09080 - Furniture Refinisher | 18.78 |
| 09090 - Furniture Refinisher Helper | 14.12 |
| 09110 - Furniture Repairer Minor | 16.46 |
| 09130 - Upholsterer | 18.78 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.20 |
| 11060 - Elevator Operator | 11.93 |
| 11090 - Gardener | 15.17 |
| 11122 - Housekeeping Aide | 11.93 |
| 11150 - Janitor | 11.93 |
| 11210 - Laborer Grounds Maintenance | 11.59 |
| 11240 - Maid or Houseman | 9.90 |
| 11260 - Pruner | 10.43 |
| 11270 - Tractor Operator | 14.01 |
| 11330 - Trail Maintenance Worker | 11.59 |
| 11360 - Window Cleaner | 13.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.14 |
| 12011 - Breath Alcohol Technician | 18.05 |
| 12012 - Certified Occupational Therapist Assistant | 26.72 |
| 12015 - Certified Physical Therapist Assistant | 29.56 |
| 12020 - Dental Assistant | 18.52 |
| 12025 - Dental Hygienist | 38.98 |
| 12030 - EKG Technician | 27.36 |
| 12035 - Electroneurodiagnostic Technologist | 27.36 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 17.14 |
| 12071 - Licensed Practical Nurse I | 16.14 |
| 12072 - Licensed Practical Nurse II | 18.05 |
| 12073 - Licensed Practical Nurse III | 20.12 |
| 12100 - Medical Assistant | 14.17 |
| 12130 - Medical Laboratory Technician | 22.50 |
| Technician | |
| 12160 - Medical Record Clerk | 17.68 |
| 12190 - Medical Record Technician | 19.78 |
| 12195 - Medical Transcriptionist | 17.72 |
| 12210 - Nuclear Medicine Technologist | 39.67 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.24 |
| 12222 - Nursing Assistant II | 13.75 |
| 12223 - Nursing Assistant III | 15.01 |
| 12224 - Nursing Assistant IV | 16.86 |
| 12235 - Optical Dispenser | 21.00 |
| 12236 - Optical Technician | 16.14 |
| 12250 - Pharmacy Technician | 14.57 |
| 12280 - Phlebotomist | 15.72 |
| 12305 - Radiologic Technologist | 25.05 |
| 12311 - Registered Nurse I | 26.08 |
| 12312 - Registered Nurse II | 31.91 |
| 12313 - Registered Nurse II | 31.91 |
| Specialist | |
| 12314 - Registered Nurse III | 37.18 |
| 12315 - Registered Nurse III | 37.18 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 44.55 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.35 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 19.98 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 21.95 |
| 13012 - Exhibits Specialist II | 27.19 |
| 13013 - Exhibits Specialist III | 33.25 |
| 13041 - Illustrator I | 21.95 |
| 13042 - Illustrator II | 27.19 |
| 13043 - Illustrator III | 33.25 |
| 13047 - Librarian | 30.11 |
| 13050 - Library Aide/Clerk | 14.42 |
| 13054 - Library Information Technology Systems Administrator | 27.19 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 17.52 |
| 13061 - Media Specialist I | 19.62 |
| 13062 - Media Specialist II | 21.95 |
| 13063 - Media Specialist III | 24.47 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 19.62 |
| 13072 - Photographer II | 21.95 |
| 13073 - Photographer III | 27.19 |
| 13074 - Photographer IV | 33.25 |
| 13075 - Photographer V | 40.23 |
| 13090 - Technical Order Library | 19.10 |
| Clerk | |
| 13110 - Video Teleconference | 19.62 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.68 |
| 14042 - Computer Operator II | 17.54 |
| 14043 - Computer Operator III | 19.56 |
| 14044 - Computer Operator IV | 22.18 |
| 14045 - Computer Operator V | 24.06 |
| 14071 - Computer Programmer I | (see 1) 17.74 |
| 14072 - Computer Programmer II | (see 1) 21.98 |
| 14073 - Computer Programmer III | (see 1) 24.73 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.01 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.68 |
| Operator | |
| 14160 - Personal Computer Support | 22.18 |
| Technician | |
| 14170 - System Support Specialist | 25.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 27.01 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.78 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 39.19 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 27.01 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 28.47 |
| 15070 - Flight Instructor (Pilot) | 39.19 |
| 15080 - Graphic Artist | 23.17 |
| 15085 - Maintenance Test Pilot Fixed | 39.19 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 39.19 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 39.19 |
| Pilot | |
| 15090 - Technical Instructor | 19.12 |
| 15095 - Technical Instructor/Course | 23.38 |
| Developer | |
| 15110 - Test Proctor | 15.43 |

| | |
|--|-------|
| 15120 - Tutor | 15.43 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.04 |
| 16030 - Counter Attendant | 10.04 |
| 16040 - Dry Cleaner | 12.82 |
| 16070 - Finisher Flatwork Machine | 10.04 |
| 16090 - Presser Hand | 10.04 |
| 16110 - Presser Machine Drycleaning | 10.04 |
| 16130 - Presser Machine Shirts | 10.04 |
| 16160 - Presser Machine Wearing | 10.04 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 13.67 |
| 16220 - Tailor | 14.50 |
| 16250 - Washer Machine | 10.94 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.09 |
| 19040 - Tool And Die Maker | 25.04 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.70 |
| 21030 - Material Coordinator | 18.70 |
| 21040 - Material Expediter | 18.70 |
| 21050 - Material Handling Laborer | 12.87 |
| 21071 - Order Filler | 12.75 |
| 21080 - Production Line Worker (Food Processing) | 14.70 |
| 21110 - Shipping Packer | 14.99 |
| 21130 - Shipping/Receiving Clerk | 14.99 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 16.30 |
| 21210 - Tools And Parts Attendant | 14.70 |
| 21410 - Warehouse Specialist | 14.70 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.17 |
| 23019 - Aircraft Logs and Records Technician | 16.90 |
| 23021 - Aircraft Mechanic I | 19.99 |
| 23022 - Aircraft Mechanic II | 21.17 |
| 23023 - Aircraft Mechanic III | 22.36 |
| 23040 - Aircraft Mechanic Helper | 14.82 |
| 23050 - Aircraft Painter | 18.78 |
| 23060 - Aircraft Servicer | 16.90 |
| 23070 - Aircraft Survival Flight Equipment Technician | 18.78 |
| 23080 - Aircraft Worker | 17.86 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 17.86 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 19.99 |
| 23110 - Appliance Mechanic | 22.10 |
| 23120 - Bicycle Repairer | 15.29 |
| 23125 - Cable Splicer | 28.46 |
| 23130 - Carpenter Maintenance | 18.14 |
| 23140 - Carpet Layer | 18.92 |
| 23160 - Electrician Maintenance | 19.57 |
| 23181 - Electronics Technician Maintenance I | 21.01 |
| 23182 - Electronics Technician Maintenance II | 24.32 |
| 23183 - Electronics Technician Maintenance III | 25.61 |
| 23260 - Fabric Worker | 16.46 |
| 23290 - Fire Alarm System Mechanic | 19.99 |
| 23310 - Fire Extinguisher Repairer | 15.29 |
| 23311 - Fuel Distribution System Mechanic | 20.69 |
| 23312 - Fuel Distribution System Operator | 16.69 |
| 23370 - General Maintenance Worker | 16.05 |
| 23380 - Ground Support Equipment Mechanic | 19.99 |
| 23381 - Ground Support Equipment Servicer | 16.90 |
| 23382 - Ground Support Equipment Worker | 17.86 |
| 23391 - Gunsmith I | 15.29 |
| 23392 - Gunsmith II | 17.62 |
| 23393 - Gunsmith III | 19.99 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 20.93 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.23 |
| 23430 - Heavy Equipment Mechanic | 23.58 |
| 23440 - Heavy Equipment Operator | 17.84 |
| 23460 - Instrument Mechanic | 19.99 |
| 23465 - Laboratory/Shelter Mechanic | 18.78 |
| 23470 - Laborer | 12.87 |
| 23510 - Locksmith | 18.78 |
| 23530 - Machinery Maintenance Mechanic | 23.41 |
| 23550 - Machinist Maintenance | 19.41 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.02 |
| 23591 - Metrology Technician I | 19.99 |
| 23592 - Metrology Technician II | 21.17 |
| 23593 - Metrology Technician III | 22.36 |
| 23640 - Millwright | 19.45 |
| 23710 - Office Appliance Repairer | 19.34 |
| 23760 - Painter Maintenance | 20.49 |
| 23790 - Pipefitter Maintenance | 18.91 |
| 23810 - Plumber Maintenance | 17.77 |
| 23820 - Pneudraulic Systems Mechanic | 19.99 |
| 23850 - Rigger | 19.99 |
| 23870 - Scale Mechanic | 17.62 |
| 23890 - Sheet-Metal Worker | 19.99 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.51 |
| 23931 - Telecommunications Mechanic | 26.74 |
| I | |
| 23932 - Telecommunications Mechanic | 28.31 |
| II | |
| 23950 - Telephone Lineman | 22.54 |
| 23960 - Welder Combination | 19.47 |
| Maintenance | |
| 23965 - Well Driller | 19.99 |
| 23970 - Woodcraft Worker | 19.99 |
| 23980 - Woodworker | 15.29 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.57 |
| 24570 - Child Care Attendant | 10.32 |
| 24580 - Child Care Center Clerk | 12.87 |
| 24610 - Chore Aide | 10.86 |
| 24620 - Family Readiness And Support | 13.57 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 13.57 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 19.99 |
| 25040 - Sewage Plant Operator | 20.91 |
| 25070 - Stationary Engineer | 19.99 |
| 25190 - Ventilation Equipment Tender | 14.12 |
| 25210 - Water Treatment Plant | 20.91 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.23 |
| 27007 - Baggage Inspector | 14.04 |
| 27008 - Corrections Officer | 19.80 |
| 27010 - Court Security Officer | 21.00 |
| 27030 - Detection Dog Handler | 15.70 |
| 27040 - Detention Officer | 19.80 |
| 27070 - Firefighter | 20.44 |

| | |
|--|-------|
| 27101 - Guard I | 14.04 |
| 27102 - Guard II | 15.70 |
| 27131 - Police Officer I | 22.92 |
| 27132 - Police Officer II | 25.47 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.21 |
| 28042 - Carnival Equipment Repairer | 14.31 |
| 28043 - Carnival Worker | 9.88 |
| 28210 - Gate Attendant/Gate Tender | 16.23 |
| 28310 - Lifeguard | 13.56 |
| 28350 - Park Attendant (Aide) | 18.15 |
| 28510 - Recreation Aide/Health | 13.26 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 21.88 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 20.93 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 23.19 |
| 29020 - Hatch Tender | 23.19 |
| 29030 - Line Handler | 23.19 |
| 29041 - Stevedore I | 21.67 |
| 29042 - Stevedore II | 24.63 |
| 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 | 16.80 |
| 30022 - Archeological Technician II | 19.46 |
| 30023 - Archeological Technician III | 23.33 |
| 30030 - Cartographic Technician | 24.10 |
| 30040 - Civil Engineering Technician | 23.79 |
| 30051 - Cryogenic Technician I | 26.70 |
| 30052 - Cryogenic Technician II | 29.49 |
| 30061 - Drafter/CAD Operator I | 16.80 |
| 30062 - Drafter/CAD Operator II | 19.46 |
| 30063 - Drafter/CAD Operator III | 21.69 |
| 30064 - Drafter/CAD Operator IV | 26.70 |
| 30081 - Engineering Technician I | 14.71 |
| 30082 - Engineering Technician II | 16.51 |
| 30083 - Engineering Technician III | 18.48 |
| 30084 - Engineering Technician IV | 22.89 |
| 30085 - Engineering Technician V | 28.00 |
| 30086 - Engineering Technician VI | 33.88 |
| 30090 - Environmental Technician | 22.04 |
| 30095 - Evidence Control Specialist | 23.27 |
| 30210 - Laboratory Technician | 19.66 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 26.70 |
| 30222 - Latent Fingerprint Technician II | 29.49 |
| 30240 - Mathematical Technician | 23.57 |
| 30361 - Paralegal/Legal Assistant I | 17.77 |
| 30362 - Paralegal/Legal Assistant II | 22.01 |
| 30363 - Paralegal/Legal Assistant III | 26.92 |
| 30364 - Paralegal/Legal Assistant IV | 32.57 |
| 30375 - Petroleum Supply Specialist | 28.47 |
| 30390 - Photo-Optics Technician | 23.97 |
| 30395 - Radiation Control Technician | 28.47 |
| 30461 - Technical Writer I | 24.10 |
| 30462 - Technical Writer II | 29.49 |
| 30463 - Technical Writer III | 35.67 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.70 |
| 30502 - Weather Forecaster II | 32.47 |
| 30620 - Weather Observer Combined (see 2) | 21.69 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 23.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.77 |
| 31030 - Bus Driver | 17.43 |
| 31043 - Driver Courier | 14.98 |
| 31260 - Parking and Lot Attendant | 11.48 |
| 31290 - Shuttle Bus Driver | 14.69 |
| 31310 - Taxi Driver | 12.45 |
| 31361 - Truckdriver Light | 16.16 |
| 31362 - Truckdriver Medium | 16.53 |
| 31363 - Truckdriver Heavy | 18.10 |
| 31364 - Truckdriver Tractor-Trailer | 18.10 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.87 |
| 99050 - Desk Clerk | 10.92 |
| 99095 - Embalmer | 26.11 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 12.06 |
| I | |
| 99252 - Laboratory Animal Caretaker | 13.06 |
| II | |
| 99260 - Marketing Analyst | 26.24 |
| 99310 - Mortician | 26.11 |
| 99410 - Pest Controller | 17.83 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 14.21 |
| 99711 - Recycling Specialist | 16.96 |
| 99730 - Refuse Collector | 12.95 |
| 99810 - Sales Clerk | 12.25 |
| 99820 - School Crossing Guard | 13.26 |
| 99830 - Survey Party Chief | 19.68 |
| 99831 - Surveying Aide | 10.70 |
| 99832 - Surveying Technician | 17.89 |
| 99840 - Vending Machine Attendant | 17.80 |
| 99841 - Vending Machine Repairer | 22.21 |
| 99842 - Vending Machine Repairer | 17.80 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4577

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4577
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Florida

Area: Florida Counties of Bradford Dixie Levy Union

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.76 |
| 01012 - Accounting Clerk II | | 16.58 |
| 01013 - Accounting Clerk III | | 18.54 |
| 01020 - Administrative Assistant | | 19.04 |
| 01035 - Court Reporter | | 17.22 |
| 01041 - Customer Service Representative I | | 12.35 |
| 01042 - Customer Service Representative II | | 13.48 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.14 |
| 01051 - Data Entry Operator I | 12.61 |
| 01052 - Data Entry Operator II | 13.76 |
| 01060 - Dispatcher Motor Vehicle | 17.52 |
| 01070 - Document Preparation Clerk | 13.71 |
| 01090 - Duplicating Machine Operator | 13.71 |
| 01111 - General Clerk I | 12.45 |
| 01112 - General Clerk II | 13.59 |
| 01113 - General Clerk III | 15.27 |
| 01120 - Housing Referral Assistant | 19.19 |
| 01141 - Messenger Courier | 17.13 |
| 01191 - Order Clerk I | 12.78 |
| 01192 - Order Clerk II | 13.95 |
| 01261 - Personnel Assistant (Employment) I | 15.40 |
| 01262 - Personnel Assistant (Employment) II | 17.22 |
| 01263 - Personnel Assistant (Employment) III | 19.19 |
| 01270 - Production Control Clerk | 19.66 |
| 01290 - Rental Clerk | 13.44 |
| 01300 - Scheduler Maintenance | 15.40 |
| 01311 - Secretary I | 15.40 |
| 01312 - Secretary II | 17.22 |
| 01313 - Secretary III | 19.19 |
| 01320 - Service Order Dispatcher | 16.23 |
| 01410 - Supply Technician | 19.04 |
| 01420 - Survey Worker | 15.56 |
| 01460 - Switchboard Operator/Receptionist | 12.39 |
| 01531 - Travel Clerk I | 13.68 |
| 01532 - Travel Clerk II | 14.84 |
| 01533 - Travel Clerk III | 15.96 |
| 01611 - Word Processor I | 12.19 |
| 01612 - Word Processor II | 13.68 |
| 01613 - Word Processor III | 15.30 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.51 |
| Fiberglass | |
| 05010 - Automotive Electrician | 17.80 |
| 05040 - Automotive Glass Installer | 16.05 |
| 05070 - Automotive Worker | 16.48 |
| 05110 - Mobile Equipment Servicer | 13.38 |
| 05130 - Motor Equipment Metal | 18.61 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 16.48 |
| 05190 - Motor Vehicle Mechanic | 18.61 |
| 05220 - Motor Vehicle Mechanic Helper | 13.18 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 15.49 |
| 05280 - Motor Vehicle Wrecker | 16.48 |
| 05310 - Painter Automotive | 17.56 |
| 05340 - Radiator Repair Specialist | 16.48 |
| 05370 - Tire Repairer | 10.79 |
| 05400 - Transmission Repair Specialist | 18.61 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.29 |
| 07041 - Cook I | 10.62 |
| 07042 - Cook II | 12.33 |
| 07070 - Dishwasher | 9.68 |
| 07130 - Food Service Worker | 10.68 |
| 07210 - Meat Cutter | 13.34 |
| 07260 - Waiter/Waitress | 10.48 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.60 |
| 09040 - Furniture Handler | 11.68 |
| 09080 - Furniture Refinisher | 18.60 |
| 09090 - Furniture Refinisher Helper | 13.15 |
| 09110 - Furniture Repairer Minor | 16.06 |
| 09130 - Upholsterer | 18.36 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.20 |
| 11060 - Elevator Operator | 11.93 |
| 11090 - Gardener | 15.17 |
| 11122 - Housekeeping Aide | 11.93 |
| 11150 - Janitor | 11.93 |
| 11210 - Laborer Grounds Maintenance | 11.59 |
| 11240 - Maid or Houseman | 9.90 |
| 11260 - Pruner | 10.43 |
| 11270 - Tractor Operator | 14.01 |
| 11330 - Trail Maintenance Worker | 11.59 |
| 11360 - Window Cleaner | 13.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.69 |
| 12011 - Breath Alcohol Technician | 18.05 |
| 12012 - Certified Occupational Therapist Assistant | 31.09 |
| 12015 - Certified Physical Therapist Assistant | 29.56 |
| 12020 - Dental Assistant | 18.52 |
| 12025 - Dental Hygienist | 32.56 |
| 12030 - EKG Technician | 27.36 |
| 12035 - Electroneurodiagnostic Technologist | 27.36 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 15.69 |
| 12071 - Licensed Practical Nurse I | 16.14 |
| 12072 - Licensed Practical Nurse II | 18.05 |
| 12073 - Licensed Practical Nurse III | 20.12 |
| 12100 - Medical Assistant | 13.95 |
| 12130 - Medical Laboratory Technician | 25.62 |
| Technician | |
| 12160 - Medical Record Clerk | 14.86 |
| 12190 - Medical Record Technician | 17.32 |
| 12195 - Medical Transcriptionist | 17.72 |
| 12210 - Nuclear Medicine | 39.67 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.24 |
| 12222 - Nursing Assistant II | 13.75 |
| 12223 - Nursing Assistant III | 15.01 |
| 12224 - Nursing Assistant IV | 16.86 |
| 12235 - Optical Dispenser | 21.03 |
| 12236 - Optical Technician | 16.14 |
| 12250 - Pharmacy Technician | 14.37 |
| 12280 - Phlebotomist | 15.72 |
| 12305 - Radiologic Technologist | 25.05 |
| 12311 - Registered Nurse I | 25.11 |
| 12312 - Registered Nurse II | 30.72 |
| 12313 - Registered Nurse II | 30.72 |
| Specialist | |
| 12314 - Registered Nurse III | 37.18 |
| 12315 - Registered Nurse III | 37.18 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 44.55 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.35 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 17.29 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.57 |
| 13012 - Exhibits Specialist II | 24.23 |
| 13013 - Exhibits Specialist III | 29.65 |
| 13041 - Illustrator I | 19.57 |
| 13042 - Illustrator II | 24.23 |
| 13043 - Illustrator III | 29.65 |
| 13047 - Librarian | 26.84 |
| 13050 - Library Aide/Clerk | 13.46 |
| 13054 - Library Information | 24.23 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 14.87 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.08 |
| 13063 - Media Specialist III | 20.16 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.16 |
| 13072 - Photographer II | 18.18 |
| 13073 - Photographer III | 22.52 |
| 13074 - Photographer IV | 27.54 |
| 13075 - Photographer V | 33.32 |
| 13090 - Technical Order Library | 15.49 |
| Clerk | |
| 13110 - Video Teleconference | 17.49 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.42 |
| 14042 - Computer Operator II | 17.24 |
| 14043 - Computer Operator III | 19.21 |
| 14044 - Computer Operator IV | 21.35 |
| 14045 - Computer Operator V | 23.65 |
| 14071 - Computer Programmer I | (see 1) 17.10 |
| 14072 - Computer Programmer II | (see 1) 21.19 |
| 14073 - Computer Programmer III | (see 1) 25.92 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.31 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.42 |
| Operator | |
| 14160 - Personal Computer Support | 21.35 |
| Technician | |
| 14170 - System Support Specialist | 26.83 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 26.11 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 31.59 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 37.87 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 26.11 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 28.39 |
| 15070 - Flight Instructor (Pilot) | 37.87 |
| 15080 - Graphic Artist | 23.17 |
| 15085 - Maintenance Test Pilot Fixed | 38.16 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 38.16 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 38.16 |
| Pilot | |
| 15090 - Technical Instructor | 18.24 |
| 15095 - Technical Instructor/Course | 22.31 |
| Developer | |
| 15110 - Test Proctor | 14.73 |

| | |
|--|-------|
| 15120 - Tutor | 14.73 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.04 |
| 16030 - Counter Attendant | 10.04 |
| 16040 - Dry Cleaner | 12.82 |
| 16070 - Finisher Flatwork Machine | 10.04 |
| 16090 - Presser Hand | 10.04 |
| 16110 - Presser Machine Drycleaning | 10.04 |
| 16130 - Presser Machine Shirts | 10.04 |
| 16160 - Presser Machine Wearing | 10.04 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 13.67 |
| 16220 - Tailor | 14.50 |
| 16250 - Washer Machine | 10.94 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.78 |
| 19040 - Tool And Die Maker | 23.56 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.73 |
| 21030 - Material Coordinator | 19.66 |
| 21040 - Material Expediter | 19.66 |
| 21050 - Material Handling Laborer | 12.87 |
| 21071 - Order Filler | 12.55 |
| 21080 - Production Line Worker (Food Processing) | 16.73 |
| 21110 - Shipping Packer | 15.95 |
| 21130 - Shipping/Receiving Clerk | 15.95 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 16.30 |
| 21210 - Tools And Parts Attendant | 16.73 |
| 21410 - Warehouse Specialist | 16.73 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.17 |
| 23019 - Aircraft Logs and Records Technician | 16.46 |
| 23021 - Aircraft Mechanic I | 19.99 |
| 23022 - Aircraft Mechanic II | 21.17 |
| 23023 - Aircraft Mechanic III | 22.36 |
| 23040 - Aircraft Mechanic Helper | 14.12 |
| 23050 - Aircraft Painter | 18.78 |
| 23060 - Aircraft Servicer | 16.46 |
| 23070 - Aircraft Survival Flight Equipment Technician | 18.78 |
| 23080 - Aircraft Worker | 17.62 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 17.62 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 19.99 |
| 23110 - Appliance Mechanic | 22.21 |
| 23120 - Bicycle Repairer | 14.89 |
| 23125 - Cable Splicer | 28.82 |
| 23130 - Carpenter Maintenance | 18.63 |
| 23140 - Carpet Layer | 18.08 |
| 23160 - Electrician Maintenance | 19.57 |
| 23181 - Electronics Technician Maintenance I | 18.69 |
| 23182 - Electronics Technician Maintenance II | 21.14 |
| 23183 - Electronics Technician Maintenance III | 22.67 |
| 23260 - Fabric Worker | 16.46 |
| 23290 - Fire Alarm System Mechanic | 19.99 |
| 23310 - Fire Extinguisher Repairer | 15.29 |
| 23311 - Fuel Distribution System Mechanic | 19.99 |
| 23312 - Fuel Distribution System Operator | 15.29 |
| 23370 - General Maintenance Worker | 14.96 |
| 23380 - Ground Support Equipment Mechanic | 19.99 |
| 23381 - Ground Support Equipment Servicer | 16.46 |
| 23382 - Ground Support Equipment Worker | 17.62 |
| 23391 - Gunsmith I | 15.29 |
| 23392 - Gunsmith II | 17.62 |
| 23393 - Gunsmith III | 19.99 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 18.52 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 19.61 |
| 23430 - Heavy Equipment Mechanic | 23.50 |
| 23440 - Heavy Equipment Operator | 16.84 |
| 23460 - Instrument Mechanic | 19.99 |
| 23465 - Laboratory/Shelter Mechanic | 18.78 |
| 23470 - Laborer | 12.87 |
| 23510 - Locksmith | 18.78 |
| 23530 - Machinery Maintenance Mechanic | 23.41 |
| 23550 - Machinist Maintenance | 19.91 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 12.81 |
| 23591 - Metrology Technician I | 19.99 |
| 23592 - Metrology Technician II | 21.17 |
| 23593 - Metrology Technician III | 22.36 |
| 23640 - Millwright | 19.45 |
| 23710 - Office Appliance Repairer | 18.29 |
| 23760 - Painter Maintenance | 17.25 |
| 23790 - Pipefitter Maintenance | 20.04 |
| 23810 - Plumber Maintenance | 18.80 |
| 23820 - Pneudraulic Systems Mechanic | 19.99 |
| 23850 - Rigger | 19.99 |
| 23870 - Scale Mechanic | 17.62 |
| 23890 - Sheet-Metal Worker | 19.99 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.42 |
| 23931 - Telecommunications Mechanic | 26.74 |
| I | |
| 23932 - Telecommunications Mechanic | 28.31 |
| II | |
| 23950 - Telephone Lineman | 19.99 |
| 23960 - Welder Combination | 19.47 |
| Maintenance | |
| 23965 - Well Driller | 19.99 |
| 23970 - Woodcraft Worker | 19.99 |
| 23980 - Woodworker | 15.29 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.27 |
| 24570 - Child Care Attendant | 9.99 |
| 24580 - Child Care Center Clerk | 13.13 |
| 24610 - Chore Aide | 10.86 |
| 24620 - Family Readiness And Support | 13.27 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 14.26 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 21.88 |
| 25040 - Sewage Plant Operator | 21.74 |
| 25070 - Stationary Engineer | 21.88 |
| 25190 - Ventilation Equipment Tender | 15.20 |
| 25210 - Water Treatment Plant | 21.74 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.22 |
| 27007 - Baggage Inspector | 14.88 |
| 27008 - Corrections Officer | 17.13 |
| 27010 - Court Security Officer | 17.20 |
| 27030 - Detection Dog Handler | 16.72 |
| 27040 - Detention Officer | 17.13 |
| 27070 - Firefighter | 17.20 |

| | |
|--|---------------|
| 27101 - Guard I | 14.88 |
| 27102 - Guard II | 16.72 |
| 27131 - Police Officer I | 19.81 |
| 27132 - Police Officer II | 22.02 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.11 |
| 28042 - Carnival Equipment Repairer | 16.40 |
| 28043 - Carnival Worker | 11.18 |
| 28210 - Gate Attendant/Gate Tender | 15.21 |
| 28310 - Lifeguard | 13.54 |
| 28350 - Park Attendant (Aide) | 17.01 |
| 28510 - Recreation Aide/Health | 12.41 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 21.07 |
| 28630 - Sports Official | 13.54 |
| 28690 - Swimming Pool Operator | 19.34 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 19.75 |
| 29020 - Hatch Tender | 19.75 |
| 29030 - Line Handler | 19.75 |
| 29041 - Stevedore I | 18.39 |
| 29042 - Stevedore II | 21.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control | (see 2) 40.29 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control | (see 2) 27.78 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.59 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 17.39 |
| 30022 - Archeological Technician II | 19.46 |
| 30023 - Archeological Technician III | 24.10 |
| 30030 - Cartographic Technician | 24.10 |
| 30040 - Civil Engineering Technician | 24.10 |
| 30051 - Cryogenic Technician I | 26.58 |
| 30052 - Cryogenic Technician II | 29.36 |
| 30061 - Drafter/CAD Operator I | 17.39 |
| 30062 - Drafter/CAD Operator II | 19.46 |
| 30063 - Drafter/CAD Operator III | 21.69 |
| 30064 - Drafter/CAD Operator IV | 26.70 |
| 30081 - Engineering Technician I | 14.94 |
| 30082 - Engineering Technician II | 16.78 |
| 30083 - Engineering Technician III | 18.77 |
| 30084 - Engineering Technician IV | 23.25 |
| 30085 - Engineering Technician V | 28.44 |
| 30086 - Engineering Technician VI | 34.41 |
| 30090 - Environmental Technician | 23.98 |
| 30095 - Evidence Control Specialist | 23.98 |
| 30210 - Laboratory Technician | 20.94 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 26.58 |
| 30222 - Latent Fingerprint Technician II | 29.36 |
| 30240 - Mathematical Technician | 24.10 |
| 30361 - Paralegal/Legal Assistant I | 17.77 |
| 30362 - Paralegal/Legal Assistant II | 22.01 |
| 30363 - Paralegal/Legal Assistant III | 26.92 |
| 30364 - Paralegal/Legal Assistant IV | 32.57 |
| 30375 - Petroleum Supply Specialist | 29.36 |
| 30390 - Photo-Optics Technician | 24.10 |
| 30395 - Radiation Control Technician | 29.36 |
| 30461 - Technical Writer I | 23.98 |
| 30462 - Technical Writer II | 29.36 |
| 30463 - Technical Writer III | 35.50 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.70 |
| 30502 - Weather Forecaster II | 32.47 |
| 30620 - Weather Observer Combined (see 2) | 21.69 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 24.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 14.83 |
| 31260 - Parking and Lot Attendant | 11.88 |
| 31290 - Shuttle Bus Driver | 14.33 |
| 31310 - Taxi Driver | 12.45 |
| 31361 - Truckdriver Light | 15.76 |
| 31362 - Truckdriver Medium | 17.05 |
| 31363 - Truckdriver Heavy | 18.66 |
| 31364 - Truckdriver Tractor-Trailer | 18.66 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.87 |
| 99050 - Desk Clerk | 10.62 |
| 99095 - Embalmer | 25.70 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 12.06 |
| I | |
| 99252 - Laboratory Animal Caretaker | 13.06 |
| II | |
| 99260 - Marketing Analyst | 28.83 |
| 99310 - Mortician | 25.70 |
| 99410 - Pest Controller | 17.67 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 13.22 |
| 99711 - Recycling Specialist | 15.94 |
| 99730 - Refuse Collector | 11.90 |
| 99810 - Sales Clerk | 12.28 |
| 99820 - School Crossing Guard | 12.30 |
| 99830 - Survey Party Chief | 21.01 |
| 99831 - Surveying Aide | 13.06 |
| 99832 - Surveying Technician | 17.89 |
| 99840 - Vending Machine Attendant | 17.80 |
| 99841 - Vending Machine Repairer | 22.21 |
| 99842 - Vending Machine Repairer | 17.80 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4579

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4579
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Florida

Area: Florida Counties of Columbia Hamilton Lafayette Madison Putnam
Suwannee Taylor

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.76 |
| 01012 - Accounting Clerk II | | 16.58 |
| 01013 - Accounting Clerk III | | 18.54 |
| 01020 - Administrative Assistant | | 19.04 |
| 01035 - Court Reporter | | 17.22 |
| 01041 - Customer Service Representative I | | 12.35 |
| 01042 - Customer Service Representative II | | 13.48 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.14 |
| 01051 - Data Entry Operator I | 12.61 |
| 01052 - Data Entry Operator II | 13.76 |
| 01060 - Dispatcher Motor Vehicle | 18.16 |
| 01070 - Document Preparation Clerk | 13.71 |
| 01090 - Duplicating Machine Operator | 13.71 |
| 01111 - General Clerk I | 12.45 |
| 01112 - General Clerk II | 13.59 |
| 01113 - General Clerk III | 18.09 |
| 01120 - Housing Referral Assistant | 19.19 |
| 01141 - Messenger Courier | 17.13 |
| 01191 - Order Clerk I | 12.79 |
| 01192 - Order Clerk II | 13.95 |
| 01261 - Personnel Assistant (Employment) I | 15.40 |
| 01262 - Personnel Assistant (Employment) II | 17.22 |
| 01263 - Personnel Assistant (Employment) III | 19.19 |
| 01270 - Production Control Clerk | 19.66 |
| 01290 - Rental Clerk | 13.44 |
| 01300 - Scheduler Maintenance | 15.40 |
| 01311 - Secretary I | 15.40 |
| 01312 - Secretary II | 17.22 |
| 01313 - Secretary III | 19.19 |
| 01320 - Service Order Dispatcher | 16.23 |
| 01410 - Supply Technician | 19.04 |
| 01420 - Survey Worker | 15.56 |
| 01460 - Switchboard Operator/Receptionist | 12.39 |
| 01531 - Travel Clerk I | 13.68 |
| 01532 - Travel Clerk II | 14.84 |
| 01533 - Travel Clerk III | 15.96 |
| 01611 - Word Processor I | 12.58 |
| 01612 - Word Processor II | 15.29 |
| 01613 - Word Processor III | 17.11 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.51 |
| Fiberglass | |
| 05010 - Automotive Electrician | 17.80 |
| 05040 - Automotive Glass Installer | 16.20 |
| 05070 - Automotive Worker | 16.20 |
| 05110 - Mobile Equipment Servicer | 13.95 |
| 05130 - Motor Equipment Metal | 18.91 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 16.20 |
| 05190 - Motor Vehicle Mechanic | 18.90 |
| 05220 - Motor Vehicle Mechanic Helper | 13.18 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 15.08 |
| 05280 - Motor Vehicle Wrecker | 16.20 |
| 05310 - Painter Automotive | 17.30 |
| 05340 - Radiator Repair Specialist | 16.20 |
| 05370 - Tire Repairer | 11.70 |
| 05400 - Transmission Repair Specialist | 18.91 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.29 |
| 07041 - Cook I | 10.86 |
| 07042 - Cook II | 12.33 |
| 07070 - Dishwasher | 9.68 |
| 07130 - Food Service Worker | 10.68 |
| 07210 - Meat Cutter | 13.65 |
| 07260 - Waiter/Waitress | 10.48 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.78 |
| 09040 - Furniture Handler | 11.68 |
| 09080 - Furniture Refinisher | 18.78 |
| 09090 - Furniture Refinisher Helper | 14.12 |
| 09110 - Furniture Repairer Minor | 16.46 |
| 09130 - Upholsterer | 18.78 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.20 |
| 11060 - Elevator Operator | 11.93 |
| 11090 - Gardener | 15.17 |
| 11122 - Housekeeping Aide | 11.93 |
| 11150 - Janitor | 11.93 |
| 11210 - Laborer Grounds Maintenance | 11.59 |
| 11240 - Maid or Houseman | 9.90 |
| 11260 - Pruner | 10.43 |
| 11270 - Tractor Operator | 14.01 |
| 11330 - Trail Maintenance Worker | 11.59 |
| 11360 - Window Cleaner | 13.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.67 |
| 12011 - Breath Alcohol Technician | 18.05 |
| 12012 - Certified Occupational Therapist Assistant | 31.09 |
| 12015 - Certified Physical Therapist Assistant | 29.68 |
| 12020 - Dental Assistant | 18.52 |
| 12025 - Dental Hygienist | 32.56 |
| 12030 - EKG Technician | 27.36 |
| 12035 - Electroneurodiagnostic Technologist | 27.36 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 16.67 |
| 12071 - Licensed Practical Nurse I | 16.14 |
| 12072 - Licensed Practical Nurse II | 18.05 |
| 12073 - Licensed Practical Nurse III | 20.12 |
| 12100 - Medical Assistant | 13.95 |
| 12130 - Medical Laboratory Technician | 25.20 |
| Technician | |
| 12160 - Medical Record Clerk | 14.86 |
| 12190 - Medical Record Technician | 16.92 |
| 12195 - Medical Transcriptionist | 17.72 |
| 12210 - Nuclear Medicine | 39.67 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.24 |
| 12222 - Nursing Assistant II | 13.75 |
| 12223 - Nursing Assistant III | 15.01 |
| 12224 - Nursing Assistant IV | 16.86 |
| 12235 - Optical Dispenser | 21.28 |
| 12236 - Optical Technician | 16.14 |
| 12250 - Pharmacy Technician | 14.44 |
| 12280 - Phlebotomist | 15.72 |
| 12305 - Radiologic Technologist | 25.05 |
| 12311 - Registered Nurse I | 25.11 |
| 12312 - Registered Nurse II | 30.72 |
| 12313 - Registered Nurse II | 30.72 |
| Specialist | |
| 12314 - Registered Nurse III | 37.18 |
| 12315 - Registered Nurse III | 37.18 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 44.55 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.35 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 17.29 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.57 |
| 13012 - Exhibits Specialist II | 24.23 |
| 13013 - Exhibits Specialist III | 29.65 |
| 13041 - Illustrator I | 19.57 |
| 13042 - Illustrator II | 24.23 |
| 13043 - Illustrator III | 29.65 |
| 13047 - Librarian | 26.84 |
| 13050 - Library Aide/Clerk | 12.40 |
| 13054 - Library Information | 24.23 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 14.80 |
| 13061 - Media Specialist I | 17.49 |
| 13062 - Media Specialist II | 19.57 |
| 13063 - Media Specialist III | 21.81 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.41 |
| 13072 - Photographer II | 19.36 |
| 13073 - Photographer III | 22.75 |
| 13074 - Photographer IV | 27.83 |
| 13075 - Photographer V | 33.66 |
| 13090 - Technical Order Library | 15.49 |
| Clerk | |
| 13110 - Video Teleconference | 17.49 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 14.78 |
| 14042 - Computer Operator II | 16.53 |
| 14043 - Computer Operator III | 18.66 |
| 14044 - Computer Operator IV | 21.35 |
| 14045 - Computer Operator V | 23.65 |
| 14071 - Computer Programmer I | (see 1) 24.20 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.42 |
| Operator | |
| 14160 - Personal Computer Support | 21.35 |
| Technician | |
| 14170 - System Support Specialist | 26.83 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.19 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.10 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 39.61 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 28.19 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 28.39 |
| 15070 - Flight Instructor (Pilot) | 39.61 |
| 15080 - Graphic Artist | 24.77 |
| 15085 - Maintenance Test Pilot Fixed | 38.16 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 38.16 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 38.16 |
| Pilot | |
| 15090 - Technical Instructor | 20.53 |
| 15095 - Technical Instructor/Course | 25.11 |
| Developer | |
| 15110 - Test Proctor | 16.56 |

| | |
|--|-------|
| 15120 - Tutor | 16.56 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.04 |
| 16030 - Counter Attendant | 10.04 |
| 16040 - Dry Cleaner | 12.82 |
| 16070 - Finisher Flatwork Machine | 10.04 |
| 16090 - Presser Hand | 10.04 |
| 16110 - Presser Machine Drycleaning | 10.04 |
| 16130 - Presser Machine Shirts | 10.04 |
| 16160 - Presser Machine Wearing | 10.04 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 13.67 |
| 16220 - Tailor | 14.50 |
| 16250 - Washer Machine | 10.94 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.78 |
| 19040 - Tool And Die Maker | 23.56 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.73 |
| 21030 - Material Coordinator | 19.66 |
| 21040 - Material Expediter | 19.66 |
| 21050 - Material Handling Laborer | 12.93 |
| 21071 - Order Filler | 12.55 |
| 21080 - Production Line Worker (Food Processing) | 16.73 |
| 21110 - Shipping Packer | 15.95 |
| 21130 - Shipping/Receiving Clerk | 15.95 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 16.30 |
| 21210 - Tools And Parts Attendant | 16.73 |
| 21410 - Warehouse Specialist | 16.73 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.15 |
| 23019 - Aircraft Logs and Records Technician | 17.67 |
| 23021 - Aircraft Mechanic I | 23.72 |
| 23022 - Aircraft Mechanic II | 25.15 |
| 23023 - Aircraft Mechanic III | 26.71 |
| 23040 - Aircraft Mechanic Helper | 15.08 |
| 23050 - Aircraft Painter | 20.64 |
| 23060 - Aircraft Servicer | 17.67 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.64 |
| 23080 - Aircraft Worker | 18.98 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 18.98 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 23.72 |
| 23110 - Appliance Mechanic | 22.21 |
| 23120 - Bicycle Repairer | 15.29 |
| 23125 - Cable Splicer | 30.62 |
| 23130 - Carpenter Maintenance | 19.58 |
| 23140 - Carpet Layer | 19.31 |
| 23160 - Electrician Maintenance | 20.10 |
| 23181 - Electronics Technician Maintenance I | 22.35 |
| 23182 - Electronics Technician Maintenance II | 23.94 |
| 23183 - Electronics Technician Maintenance III | 25.41 |
| 23260 - Fabric Worker | 16.46 |
| 23290 - Fire Alarm System Mechanic | 19.99 |
| 23310 - Fire Extinguisher Repairer | 15.29 |
| 23311 - Fuel Distribution System Mechanic | 23.13 |
| 23312 - Fuel Distribution System Operator | 18.23 |
| 23370 - General Maintenance Worker | 15.63 |
| 23380 - Ground Support Equipment Mechanic | 23.72 |
| 23381 - Ground Support Equipment Servicer | 17.67 |
| 23382 - Ground Support Equipment Worker | 18.98 |
| 23391 - Gunsmith I | 16.81 |
| 23392 - Gunsmith II | 18.67 |
| 23393 - Gunsmith III | 20.74 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 19.33 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 20.50 |
| 23430 - Heavy Equipment Mechanic | 23.50 |
| 23440 - Heavy Equipment Operator | 20.02 |
| 23460 - Instrument Mechanic | 24.25 |
| 23465 - Laboratory/Shelter Mechanic | 18.79 |
| 23470 - Laborer | 12.93 |
| 23510 - Locksmith | 18.78 |
| 23530 - Machinery Maintenance Mechanic | 25.76 |
| 23550 - Machinist Maintenance | 19.91 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 12.81 |
| 23591 - Metrology Technician I | 24.25 |
| 23592 - Metrology Technician II | 25.81 |
| 23593 - Metrology Technician III | 27.31 |
| 23640 - Millwright | 20.21 |
| 23710 - Office Appliance Repairer | 21.11 |
| 23760 - Painter Maintenance | 17.25 |
| 23790 - Pipefitter Maintenance | 20.04 |
| 23810 - Plumber Maintenance | 18.80 |
| 23820 - Pneudraulic Systems Mechanic | 20.02 |
| 23850 - Rigger | 19.99 |
| 23870 - Scale Mechanic | 17.62 |
| 23890 - Sheet-Metal Worker | 19.99 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.42 |
| 23931 - Telecommunications Mechanic | 28.42 |
| I | |
| 23932 - Telecommunications Mechanic | 30.25 |
| II | |
| 23950 - Telephone Lineman | 21.89 |
| 23960 - Welder Combination | 19.47 |
| Maintenance | |
| 23965 - Well Driller | 20.02 |
| 23970 - Woodcraft Worker | 20.02 |
| 23980 - Woodworker | 15.29 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 14.20 |
| 24570 - Child Care Attendant | 9.99 |
| 24580 - Child Care Center Clerk | 13.34 |
| 24610 - Chore Aide | 10.86 |
| 24620 - Family Readiness And Support | 14.20 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 19.49 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 24.50 |
| 25040 - Sewage Plant Operator | 22.26 |
| 25070 - Stationary Engineer | 24.50 |
| 25190 - Ventilation Equipment Tender | 17.02 |
| 25210 - Water Treatment Plant | 22.26 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.83 |
| 27007 - Baggage Inspector | 14.04 |
| 27008 - Corrections Officer | 17.05 |
| 27010 - Court Security Officer | 17.20 |
| 27030 - Detection Dog Handler | 16.65 |
| 27040 - Detention Officer | 17.05 |
| 27070 - Firefighter | 15.37 |

| | |
|--|---------------|
| 27101 - Guard I | 14.04 |
| 27102 - Guard II | 16.65 |
| 27131 - Police Officer I | 19.81 |
| 27132 - Police Officer II | 22.02 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.74 |
| 28042 - Carnival Equipment Repairer | 14.37 |
| 28043 - Carnival Worker | 10.65 |
| 28210 - Gate Attendant/Gate Tender | 15.21 |
| 28310 - Lifeguard | 13.54 |
| 28350 - Park Attendant (Aide) | 17.01 |
| 28510 - Recreation Aide/Health | 12.41 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 21.07 |
| 28630 - Sports Official | 13.54 |
| 28690 - Swimming Pool Operator | 19.31 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 22.98 |
| 29020 - Hatch Tender | 22.98 |
| 29030 - Line Handler | 22.98 |
| 29041 - Stevedore I | 21.44 |
| 29042 - Stevedore II | 24.72 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control | (see 2) 40.29 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control | (see 2) 27.78 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.59 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 17.39 |
| 30022 - Archeological Technician II | 19.46 |
| 30023 - Archeological Technician III | 24.10 |
| 30030 - Cartographic Technician | 24.10 |
| 30040 - Civil Engineering Technician | 24.10 |
| 30051 - Cryogenic Technician I | 26.58 |
| 30052 - Cryogenic Technician II | 29.36 |
| 30061 - Drafter/CAD Operator I | 17.39 |
| 30062 - Drafter/CAD Operator II | 19.46 |
| 30063 - Drafter/CAD Operator III | 21.69 |
| 30064 - Drafter/CAD Operator IV | 26.70 |
| 30081 - Engineering Technician I | 14.94 |
| 30082 - Engineering Technician II | 16.57 |
| 30083 - Engineering Technician III | 20.34 |
| 30084 - Engineering Technician IV | 23.88 |
| 30085 - Engineering Technician V | 29.16 |
| 30086 - Engineering Technician VI | 35.34 |
| 30090 - Environmental Technician | 24.10 |
| 30095 - Evidence Control Specialist | 23.98 |
| 30210 - Laboratory Technician | 20.94 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 26.58 |
| 30222 - Latent Fingerprint Technician II | 29.36 |
| 30240 - Mathematical Technician | 24.10 |
| 30361 - Paralegal/Legal Assistant I | 18.17 |
| 30362 - Paralegal/Legal Assistant II | 22.79 |
| 30363 - Paralegal/Legal Assistant III | 27.87 |
| 30364 - Paralegal/Legal Assistant IV | 33.75 |
| 30375 - Petroleum Supply Specialist | 29.36 |
| 30390 - Photo-Optics Technician | 24.10 |
| 30395 - Radiation Control Technician | 29.36 |
| 30461 - Technical Writer I | 24.10 |
| 30462 - Technical Writer II | 29.49 |
| 30463 - Technical Writer III | 35.67 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.70 |
| 30502 - Weather Forecaster II | 32.47 |
| 30620 - Weather Observer Combined (see 2) | 21.69 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 24.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.82 |
| 31030 - Bus Driver | 18.11 |
| 31043 - Driver Courier | 15.95 |
| 31260 - Parking and Lot Attendant | 11.88 |
| 31290 - Shuttle Bus Driver | 16.82 |
| 31310 - Taxi Driver | 12.45 |
| 31361 - Truckdriver Light | 17.28 |
| 31362 - Truckdriver Medium | 18.60 |
| 31363 - Truckdriver Heavy | 19.44 |
| 31364 - Truckdriver Tractor-Trailer | 19.44 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.87 |
| 99050 - Desk Clerk | 10.63 |
| 99095 - Embalmer | 26.51 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 12.63 |
| I | |
| 99252 - Laboratory Animal Caretaker | 13.74 |
| II | |
| 99260 - Marketing Analyst | 28.83 |
| 99310 - Mortician | 26.51 |
| 99410 - Pest Controller | 17.67 |
| 99510 - Photofinishing Worker | 13.91 |
| 99710 - Recycling Laborer | 15.26 |
| 99711 - Recycling Specialist | 19.47 |
| 99730 - Refuse Collector | 13.54 |
| 99810 - Sales Clerk | 12.62 |
| 99820 - School Crossing Guard | 12.38 |
| 99830 - Survey Party Chief | 23.04 |
| 99831 - Surveying Aide | 13.06 |
| 99832 - Surveying Technician | 17.89 |
| 99840 - Vending Machine Attendant | 17.80 |
| 99841 - Vending Machine Repairer | 22.21 |
| 99842 - Vending Machine Repairer | 17.80 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4581

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4581
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Florida

Area: Florida Counties of Glades Hendry Okeechobee

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.88 |
| 01012 - Accounting Clerk II | | 16.74 |
| 01013 - Accounting Clerk III | | 18.73 |
| 01020 - Administrative Assistant | | 22.64 |
| 01035 - Court Reporter | | 19.23 |
| 01041 - Customer Service Representative I | | 13.59 |
| 01042 - Customer Service Representative II | | 15.27 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 16.67 |
| 01051 - Data Entry Operator I | 14.30 |
| 01052 - Data Entry Operator II | 15.60 |
| 01060 - Dispatcher Motor Vehicle | 17.16 |
| 01070 - Document Preparation Clerk | 15.31 |
| 01090 - Duplicating Machine Operator | 15.31 |
| 01111 - General Clerk I | 14.15 |
| 01112 - General Clerk II | 15.44 |
| 01113 - General Clerk III | 17.34 |
| 01120 - Housing Referral Assistant | 21.44 |
| 01141 - Messenger Courier | 14.04 |
| 01191 - Order Clerk I | 15.40 |
| 01192 - Order Clerk II | 16.81 |
| 01261 - Personnel Assistant (Employment) I | 17.30 |
| 01262 - Personnel Assistant (Employment) II | 19.35 |
| 01263 - Personnel Assistant (Employment) III | 21.57 |
| 01270 - Production Control Clerk | 23.97 |
| 01290 - Rental Clerk | 17.54 |
| 01300 - Scheduler Maintenance | 17.20 |
| 01311 - Secretary I | 17.20 |
| 01312 - Secretary II | 19.23 |
| 01313 - Secretary III | 21.44 |
| 01320 - Service Order Dispatcher | 15.35 |
| 01410 - Supply Technician | 23.21 |
| 01420 - Survey Worker | 19.23 |
| 01460 - Switchboard Operator/Receptionist | 14.88 |
| 01531 - Travel Clerk I | 12.57 |
| 01532 - Travel Clerk II | 13.48 |
| 01533 - Travel Clerk III | 14.33 |
| 01611 - Word Processor I | 13.64 |
| 01612 - Word Processor II | 15.31 |
| 01613 - Word Processor III | 17.12 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 17.84 |
| Fiberglass | |
| 05010 - Automotive Electrician | 18.32 |
| 05040 - Automotive Glass Installer | 17.14 |
| 05070 - Automotive Worker | 17.14 |
| 05110 - Mobile Equipment Servicer | 14.58 |
| 05130 - Motor Equipment Metal | 19.57 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.14 |
| 05190 - Motor Vehicle Mechanic | 19.57 |
| 05220 - Motor Vehicle Mechanic Helper | 13.27 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 15.89 |
| 05280 - Motor Vehicle Wrecker | 17.14 |
| 05310 - Painter Automotive | 18.32 |
| 05340 - Radiator Repair Specialist | 17.14 |
| 05370 - Tire Repairer | 14.58 |
| 05400 - Transmission Repair Specialist | 19.57 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.27 |
| 07041 - Cook I | 11.70 |
| 07042 - Cook II | 13.76 |
| 07070 - Dishwasher | 11.89 |
| 07130 - Food Service Worker | 12.29 |
| 07210 - Meat Cutter | 20.06 |
| 07260 - Waiter/Waitress | 11.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.37 |
| 09040 - Furniture Handler | 11.85 |
| 09080 - Furniture Refinisher | 20.37 |
| 09090 - Furniture Refinisher Helper | 14.77 |
| 09110 - Furniture Repairer Minor | 17.67 |
| 09130 - Upholsterer | 20.37 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 14.05 |
| 11060 - Elevator Operator | 12.44 |
| 11090 - Gardener | 21.26 |
| 11122 - Housekeeping Aide | 12.44 |
| 11150 - Janitor | 12.44 |
| 11210 - Laborer Grounds Maintenance | 15.54 |
| 11240 - Maid or Houseman | 12.52 |
| 11260 - Pruner | 13.59 |
| 11270 - Tractor Operator | 19.37 |
| 11330 - Trail Maintenance Worker | 15.54 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.38 |
| 12011 - Breath Alcohol Technician | 19.99 |
| 12012 - Certified Occupational Therapist Assistant | 33.19 |
| 12015 - Certified Physical Therapist Assistant | 34.23 |
| 12020 - Dental Assistant | 21.42 |
| 12025 - Dental Hygienist | 39.12 |
| 12030 - EKG Technician | 30.31 |
| 12035 - Electroneurodiagnostic Technologist | 30.31 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 19.38 |
| 12071 - Licensed Practical Nurse I | 17.88 |
| 12072 - Licensed Practical Nurse II | 19.99 |
| 12073 - Licensed Practical Nurse III | 22.29 |
| 12100 - Medical Assistant | 15.63 |
| 12130 - Medical Laboratory Technician | 26.20 |
| Technician | |
| 12160 - Medical Record Clerk | 16.28 |
| 12190 - Medical Record Technician | 19.56 |
| 12195 - Medical Transcriptionist | 17.88 |
| 12210 - Nuclear Medicine Technologist | 43.94 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.73 |
| 12222 - Nursing Assistant II | 14.30 |
| 12223 - Nursing Assistant III | 15.61 |
| 12224 - Nursing Assistant IV | 17.52 |
| 12235 - Optical Dispenser | 19.99 |
| 12236 - Optical Technician | 17.88 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 16.55 |
| 12305 - Radiologic Technologist | 29.94 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 29.92 |
| 12313 - Registered Nurse II | 29.92 |
| Specialist | |
| 12314 - Registered Nurse III | 36.21 |
| 12315 - Registered Nurse III | 36.21 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 43.39 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.77 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 23.73 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.42 |
| 13012 - Exhibits Specialist II | 24.05 |
| 13013 - Exhibits Specialist III | 29.42 |
| 13041 - Illustrator I | 20.64 |
| 13042 - Illustrator II | 25.57 |
| 13043 - Illustrator III | 30.22 |
| 13047 - Librarian | 30.39 |
| 13050 - Library Aide/Clerk | 16.14 |
| 13054 - Library Information Technology Systems Administrator | 26.99 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 18.87 |
| 13061 - Media Specialist I | 17.35 |
| 13062 - Media Specialist II | 19.42 |
| 13063 - Media Specialist III | 21.64 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.87 |
| 13072 - Photographer II | 18.87 |
| 13073 - Photographer III | 23.38 |
| 13074 - Photographer IV | 28.60 |
| 13075 - Photographer V | 34.60 |
| 13090 - Technical Order Library | 20.27 |
| Clerk | |
| 13110 - Video Teleconference | 20.44 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 16.41 |
| 14042 - Computer Operator II | 18.36 |
| 14043 - Computer Operator III | 20.47 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 25.19 |
| 14071 - Computer Programmer I | (see 1) 22.94 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 16.41 |
| Operator | |
| 14160 - Personal Computer Support | 22.75 |
| Technician | |
| 14170 - System Support Specialist | 25.19 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 31.48 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 38.08 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 45.63 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 31.48 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 26.06 |
| 15070 - Flight Instructor (Pilot) | 45.63 |
| 15080 - Graphic Artist | 23.71 |
| 15085 - Maintenance Test Pilot Fixed | 45.63 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 45.63 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 45.63 |
| Pilot | |
| 15090 - Technical Instructor | 21.38 |
| 15095 - Technical Instructor/Course | 26.16 |
| Developer | |
| 15110 - Test Proctor | 17.26 |

| | |
|--|-------|
| 15120 - Tutor | 17.26 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 11.42 |
| 16030 - Counter Attendant | 11.42 |
| 16040 - Dry Cleaner | 13.95 |
| 16070 - Finisher Flatwork Machine | 11.42 |
| 16090 - Presser Hand | 11.42 |
| 16110 - Presser Machine Drycleaning | 11.42 |
| 16130 - Presser Machine Shirts | 11.42 |
| 16160 - Presser Machine Wearing | 11.42 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 14.62 |
| 16220 - Tailor | 15.30 |
| 16250 - Washer Machine | 12.34 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.37 |
| 19040 - Tool And Die Maker | 25.68 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.71 |
| 21030 - Material Coordinator | 23.01 |
| 21040 - Material Expediter | 23.01 |
| 21050 - Material Handling Laborer | 15.27 |
| 21071 - Order Filler | 15.57 |
| 21080 - Production Line Worker (Food Processing) | 19.71 |
| 21110 - Shipping Packer | 17.80 |
| 21130 - Shipping/Receiving Clerk | 17.80 |
| 21140 - Store Worker I | 10.88 |
| 21150 - Stock Clerk | 16.24 |
| 21210 - Tools And Parts Attendant | 19.71 |
| 21410 - Warehouse Specialist | 19.71 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 31.74 |
| 23019 - Aircraft Logs and Records Technician | 24.28 |
| 23021 - Aircraft Mechanic I | 29.90 |
| 23022 - Aircraft Mechanic II | 31.74 |
| 23023 - Aircraft Mechanic III | 33.48 |
| 23040 - Aircraft Mechanic Helper | 20.29 |
| 23050 - Aircraft Painter | 26.88 |
| 23060 - Aircraft Servicer | 24.28 |
| 23070 - Aircraft Survival Flight Equipment Technician | 26.88 |
| 23080 - Aircraft Worker | 26.19 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 26.19 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 29.90 |
| 23110 - Appliance Mechanic | 20.37 |
| 23120 - Bicycle Repairer | 16.21 |
| 23125 - Cable Splicer | 28.12 |
| 23130 - Carpenter Maintenance | 22.51 |
| 23140 - Carpet Layer | 19.06 |
| 23160 - Electrician Maintenance | 23.86 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 26.58 |
| 23183 - Electronics Technician Maintenance III | 29.81 |
| 23260 - Fabric Worker | 17.67 |
| 23290 - Fire Alarm System Mechanic | 22.58 |
| 23310 - Fire Extinguisher Repairer | 16.21 |
| 23311 - Fuel Distribution System Mechanic | 23.73 |
| 23312 - Fuel Distribution System Operator | 17.69 |
| 23370 - General Maintenance Worker | 17.38 |
| 23380 - Ground Support Equipment Mechanic | 29.90 |
| 23381 - Ground Support Equipment Servicer | 24.28 |
| 23382 - Ground Support Equipment Worker | 26.19 |
| 23391 - Gunsmith I | 16.21 |
| 23392 - Gunsmith II | 19.06 |
| 23393 - Gunsmith III | 21.76 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 20.12 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 21.35 |
| 23430 - Heavy Equipment Mechanic | 22.42 |
| 23440 - Heavy Equipment Operator | 19.18 |
| 23460 - Instrument Mechanic | 21.76 |
| 23465 - Laboratory/Shelter Mechanic | 20.37 |
| 23470 - Laborer | 15.27 |
| 23510 - Locksmith | 20.37 |
| 23530 - Machinery Maintenance Mechanic | 26.45 |
| 23550 - Machinist Maintenance | 21.76 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 13.95 |
| 23591 - Metrology Technician I | 21.76 |
| 23592 - Metrology Technician II | 23.10 |
| 23593 - Metrology Technician III | 24.37 |
| 23640 - Millwright | 21.76 |
| 23710 - Office Appliance Repairer | 20.37 |
| 23760 - Painter Maintenance | 17.51 |
| 23790 - Pipefitter Maintenance | 20.20 |
| 23810 - Plumber Maintenance | 19.23 |
| 23820 - Pneudraulic Systems Mechanic | 21.76 |
| 23850 - Rigger | 21.76 |
| 23870 - Scale Mechanic | 19.06 |
| 23890 - Sheet-Metal Worker | 21.57 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.06 |
| 23931 - Telecommunications Mechanic | 32.12 |
| I | |
| 23932 - Telecommunications Mechanic | 34.09 |
| II | |
| 23950 - Telephone Lineman | 21.76 |
| 23960 - Welder Combination | 21.43 |
| Maintenance | |
| 23965 - Well Driller | 21.76 |
| 23970 - Woodcraft Worker | 21.76 |
| 23980 - Woodworker | 16.21 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 18.28 |
| 24570 - Child Care Attendant | 10.32 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 11.75 |
| 24620 - Family Readiness And Support | 18.28 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 18.28 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 21.76 |
| 25040 - Sewage Plant Operator | 23.53 |
| 25070 - Stationary Engineer | 21.76 |
| 25190 - Ventilation Equipment Tender | 16.10 |
| 25210 - Water Treatment Plant | 23.53 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 15.26 |
| 27008 - Corrections Officer | 25.15 |
| 27010 - Court Security Officer | 28.50 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 25.15 |
| 27070 - Firefighter | 26.09 |

| | |
|--|-------|
| 27101 - Guard I | 15.26 |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 30.90 |
| 27132 - Police Officer II | 34.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.47 |
| 28042 - Carnival Equipment Repairer | 16.98 |
| 28043 - Carnival Worker | 10.90 |
| 28210 - Gate Attendant/Gate Tender | 16.29 |
| 28310 - Lifeguard | 14.84 |
| 28350 - Park Attendant (Aide) | 18.23 |
| 28510 - Recreation Aide/Health | 13.30 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 22.58 |
| 28630 - Sports Official | 14.51 |
| 28690 - Swimming Pool Operator | 19.97 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 21.65 |
| 29020 - Hatch Tender | 21.65 |
| 29030 - Line Handler | 21.65 |
| 29041 - Stevedore I | 20.86 |
| 29042 - Stevedore II | 24.35 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 42.91 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 29.59 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 32.58 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 19.44 |
| 30022 - Archeological Technician II | 21.75 |
| 30023 - Archeological Technician III | 26.93 |
| 30030 - Cartographic Technician | 26.93 |
| 30040 - Civil Engineering Technician | 24.85 |
| 30051 - Cryogenic Technician I | 29.84 |
| 30052 - Cryogenic Technician II | 32.95 |
| 30061 - Drafter/CAD Operator I | 19.44 |
| 30062 - Drafter/CAD Operator II | 21.75 |
| 30063 - Drafter/CAD Operator III | 24.25 |
| 30064 - Drafter/CAD Operator IV | 29.84 |
| 30081 - Engineering Technician I | 18.79 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 29.22 |
| 30085 - Engineering Technician V | 35.73 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 26.93 |
| 30095 - Evidence Control Specialist | 26.93 |
| 30210 - Laboratory Technician | 24.25 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 29.84 |
| 30222 - Latent Fingerprint Technician II | 32.95 |
| 30240 - Mathematical Technician | 26.93 |
| 30361 - Paralegal/Legal Assistant I | 20.18 |
| 30362 - Paralegal/Legal Assistant II | 25.00 |
| 30363 - Paralegal/Legal Assistant III | 30.57 |
| 30364 - Paralegal/Legal Assistant IV | 36.99 |
| 30375 - Petroleum Supply Specialist | 32.95 |
| 30390 - Photo-Optics Technician | 25.86 |
| 30395 - Radiation Control Technician | 32.95 |
| 30461 - Technical Writer I | 26.93 |
| 30462 - Technical Writer II | 32.95 |
| 30463 - Technical Writer III | 39.87 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 27.27 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 33.00 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.55 |
| 30494 - Unexploded (UXO) Safety Escort | 27.27 |
| 30495 - Unexploded (UXO) Sweep Personnel | 27.27 |
| 30501 - Weather Forecaster I | 29.84 |
| 30502 - Weather Forecaster II | 36.30 |
| 30620 - Weather Observer Combined (see 2) | 24.25 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 26.93 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 33.00 |
| 31020 - Bus Aide | 12.80 |
| 31030 - Bus Driver | 19.08 |
| 31043 - Driver Courier | 15.95 |
| 31260 - Parking and Lot Attendant | 11.19 |
| 31290 - Shuttle Bus Driver | 17.51 |
| 31310 - Taxi Driver | 14.67 |
| 31361 - Truckdriver Light | 17.51 |
| 31362 - Truckdriver Medium | 19.08 |
| 31363 - Truckdriver Heavy | 19.96 |
| 31364 - Truckdriver Tractor-Trailer | 19.96 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.09 |
| 99030 - Cashier | 11.74 |
| 99050 - Desk Clerk | 12.56 |
| 99095 - Embalmer | 27.27 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 27.27 |
| 99251 - Laboratory Animal Caretaker | 16.05 |
| I | |
| 99252 - Laboratory Animal Caretaker | 17.61 |
| II | |
| 99260 - Marketing Analyst | 27.84 |
| 99310 - Mortician | 27.27 |
| 99410 - Pest Controller | 18.99 |
| 99510 - Photofinishing Worker | 14.33 |
| 99710 - Recycling Laborer | 20.02 |
| 99711 - Recycling Specialist | 24.95 |
| 99730 - Refuse Collector | 17.50 |
| 99810 - Sales Clerk | 13.27 |
| 99820 - School Crossing Guard | 14.43 |
| 99830 - Survey Party Chief | 20.59 |
| 99831 - Surveying Aide | 12.43 |
| 99832 - Surveying Technician | 18.76 |
| 99840 - Vending Machine Attendant | 18.00 |
| 99841 - Vending Machine Repairer | 23.23 |
| 99842 - Vending Machine Repairer | 18.00 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4583

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4583
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Florida

Area: Florida County of Monroe

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.88 |
| 01012 - Accounting Clerk II | | 16.71 |
| 01013 - Accounting Clerk III | | 18.69 |
| 01020 - Administrative Assistant | | 22.64 |
| 01035 - Court Reporter | | 19.23 |
| 01041 - Customer Service Representative I | | 13.59 |
| 01042 - Customer Service Representative II | | 15.27 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 16.67 |
| 01051 - Data Entry Operator I | 14.30 |
| 01052 - Data Entry Operator II | 15.60 |
| 01060 - Dispatcher Motor Vehicle | 17.04 |
| 01070 - Document Preparation Clerk | 15.31 |
| 01090 - Duplicating Machine Operator | 15.31 |
| 01111 - General Clerk I | 14.15 |
| 01112 - General Clerk II | 15.44 |
| 01113 - General Clerk III | 17.34 |
| 01120 - Housing Referral Assistant | 21.44 |
| 01141 - Messenger Courier | 14.04 |
| 01191 - Order Clerk I | 15.40 |
| 01192 - Order Clerk II | 16.81 |
| 01261 - Personnel Assistant (Employment) I | 17.30 |
| 01262 - Personnel Assistant (Employment) II | 19.35 |
| 01263 - Personnel Assistant (Employment) III | 21.57 |
| 01270 - Production Control Clerk | 23.97 |
| 01290 - Rental Clerk | 17.54 |
| 01300 - Scheduler Maintenance | 17.20 |
| 01311 - Secretary I | 17.20 |
| 01312 - Secretary II | 19.23 |
| 01313 - Secretary III | 21.44 |
| 01320 - Service Order Dispatcher | 15.23 |
| 01410 - Supply Technician | 23.21 |
| 01420 - Survey Worker | 19.23 |
| 01460 - Switchboard Operator/Receptionist | 14.88 |
| 01531 - Travel Clerk I | 12.57 |
| 01532 - Travel Clerk II | 13.48 |
| 01533 - Travel Clerk III | 14.33 |
| 01611 - Word Processor I | 13.64 |
| 01612 - Word Processor II | 15.31 |
| 01613 - Word Processor III | 17.12 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 17.84 |
| Fiberglass | |
| 05010 - Automotive Electrician | 18.32 |
| 05040 - Automotive Glass Installer | 17.14 |
| 05070 - Automotive Worker | 17.14 |
| 05110 - Mobile Equipment Servicer | 14.58 |
| 05130 - Motor Equipment Metal | 19.57 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.14 |
| 05190 - Motor Vehicle Mechanic | 19.57 |
| 05220 - Motor Vehicle Mechanic Helper | 13.27 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 15.89 |
| 05280 - Motor Vehicle Wrecker | 17.14 |
| 05310 - Painter Automotive | 18.32 |
| 05340 - Radiator Repair Specialist | 17.14 |
| 05370 - Tire Repairer | 14.58 |
| 05400 - Transmission Repair Specialist | 19.57 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.27 |
| 07041 - Cook I | 11.70 |
| 07042 - Cook II | 13.76 |
| 07070 - Dishwasher | 11.89 |
| 07130 - Food Service Worker | 12.29 |
| 07210 - Meat Cutter | 20.06 |
| 07260 - Waiter/Waitress | 11.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.37 |
| 09040 - Furniture Handler | 11.85 |
| 09080 - Furniture Refinisher | 20.37 |
| 09090 - Furniture Refinisher Helper | 14.77 |
| 09110 - Furniture Repairer Minor | 17.67 |
| 09130 - Upholsterer | 20.37 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 14.05 |
| 11060 - Elevator Operator | 12.44 |
| 11090 - Gardener | 21.26 |
| 11122 - Housekeeping Aide | 12.44 |
| 11150 - Janitor | 12.44 |
| 11210 - Laborer Grounds Maintenance | 15.54 |
| 11240 - Maid or Houseman | 12.52 |
| 11260 - Pruner | 13.59 |
| 11270 - Tractor Operator | 19.37 |
| 11330 - Trail Maintenance Worker | 15.54 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.38 |
| 12011 - Breath Alcohol Technician | 19.99 |
| 12012 - Certified Occupational Therapist Assistant | 33.19 |
| 12015 - Certified Physical Therapist Assistant | 34.23 |
| 12020 - Dental Assistant | 21.42 |
| 12025 - Dental Hygienist | 39.12 |
| 12030 - EKG Technician | 30.31 |
| 12035 - Electroneurodiagnostic Technologist | 30.31 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 19.38 |
| 12071 - Licensed Practical Nurse I | 17.88 |
| 12072 - Licensed Practical Nurse II | 19.99 |
| 12073 - Licensed Practical Nurse III | 22.29 |
| 12100 - Medical Assistant | 15.63 |
| 12130 - Medical Laboratory Technician | 26.20 |
| Technician | |
| 12160 - Medical Record Clerk | 16.28 |
| 12190 - Medical Record Technician | 19.56 |
| 12195 - Medical Transcriptionist | 17.88 |
| 12210 - Nuclear Medicine Technologist | 43.94 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.73 |
| 12222 - Nursing Assistant II | 14.30 |
| 12223 - Nursing Assistant III | 15.61 |
| 12224 - Nursing Assistant IV | 17.52 |
| 12235 - Optical Dispenser | 19.99 |
| 12236 - Optical Technician | 17.88 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 16.55 |
| 12305 - Radiologic Technologist | 29.94 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 29.92 |
| 12313 - Registered Nurse II | 29.92 |
| Specialist | |
| 12314 - Registered Nurse III | 36.61 |
| 12315 - Registered Nurse III | 36.61 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 43.39 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.77 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 23.73 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.42 |
| 13012 - Exhibits Specialist II | 24.05 |
| 13013 - Exhibits Specialist III | 29.42 |
| 13041 - Illustrator I | 20.64 |
| 13042 - Illustrator II | 25.57 |
| 13043 - Illustrator III | 31.27 |
| 13047 - Librarian | 31.86 |
| 13050 - Library Aide/Clerk | 16.14 |
| 13054 - Library Information Technology Systems Administrator | 26.99 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 18.87 |
| 13061 - Media Specialist I | 17.35 |
| 13062 - Media Specialist II | 19.42 |
| 13063 - Media Specialist III | 21.64 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.87 |
| 13072 - Photographer II | 18.87 |
| 13073 - Photographer III | 23.38 |
| 13074 - Photographer IV | 28.60 |
| 13075 - Photographer V | 34.60 |
| 13090 - Technical Order Library | 20.27 |
| Clerk | |
| 13110 - Video Teleconference | 20.44 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 16.41 |
| 14042 - Computer Operator II | 18.36 |
| 14043 - Computer Operator III | 20.47 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 25.19 |
| 14071 - Computer Programmer I | (see 1) 22.94 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 16.41 |
| Operator | |
| 14160 - Personal Computer Support | 22.75 |
| Technician | |
| 14170 - System Support Specialist | 25.19 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 31.48 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 38.08 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 45.63 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 31.48 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 26.06 |
| 15070 - Flight Instructor (Pilot) | 45.63 |
| 15080 - Graphic Artist | 25.96 |
| 15085 - Maintenance Test Pilot Fixed | 45.63 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 45.63 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 45.63 |
| Pilot | |
| 15090 - Technical Instructor | 21.38 |
| 15095 - Technical Instructor/Course | 26.16 |
| Developer | |
| 15110 - Test Proctor | 17.26 |

| | |
|--|-------|
| 15120 - Tutor | 17.26 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 11.42 |
| 16030 - Counter Attendant | 11.42 |
| 16040 - Dry Cleaner | 13.95 |
| 16070 - Finisher Flatwork Machine | 11.42 |
| 16090 - Presser Hand | 11.42 |
| 16110 - Presser Machine Drycleaning | 11.42 |
| 16130 - Presser Machine Shirts | 11.42 |
| 16160 - Presser Machine Wearing | 11.42 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 14.62 |
| 16220 - Tailor | 15.30 |
| 16250 - Washer Machine | 12.34 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.37 |
| 19040 - Tool And Die Maker | 25.68 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.71 |
| 21030 - Material Coordinator | 23.01 |
| 21040 - Material Expediter | 23.01 |
| 21050 - Material Handling Laborer | 15.27 |
| 21071 - Order Filler | 15.57 |
| 21080 - Production Line Worker (Food Processing) | 19.71 |
| 21110 - Shipping Packer | 17.80 |
| 21130 - Shipping/Receiving Clerk | 17.80 |
| 21140 - Store Worker I | 10.88 |
| 21150 - Stock Clerk | 16.24 |
| 21210 - Tools And Parts Attendant | 19.71 |
| 21410 - Warehouse Specialist | 19.71 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 31.74 |
| 23019 - Aircraft Logs and Records Technician | 24.28 |
| 23021 - Aircraft Mechanic I | 29.90 |
| 23022 - Aircraft Mechanic II | 31.74 |
| 23023 - Aircraft Mechanic III | 33.48 |
| 23040 - Aircraft Mechanic Helper | 20.29 |
| 23050 - Aircraft Painter | 26.88 |
| 23060 - Aircraft Servicer | 24.28 |
| 23070 - Aircraft Survival Flight Equipment Technician | 26.88 |
| 23080 - Aircraft Worker | 26.19 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 26.19 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 29.90 |
| 23110 - Appliance Mechanic | 20.37 |
| 23120 - Bicycle Repairer | 16.21 |
| 23125 - Cable Splicer | 28.12 |
| 23130 - Carpenter Maintenance | 22.51 |
| 23140 - Carpet Layer | 19.06 |
| 23160 - Electrician Maintenance | 23.86 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 23.32 |
| 23183 - Electronics Technician Maintenance III | 25.75 |
| 23260 - Fabric Worker | 17.67 |
| 23290 - Fire Alarm System Mechanic | 22.58 |
| 23310 - Fire Extinguisher Repairer | 16.21 |
| 23311 - Fuel Distribution System Mechanic | 23.73 |
| 23312 - Fuel Distribution System Operator | 17.69 |
| 23370 - General Maintenance Worker | 17.38 |
| 23380 - Ground Support Equipment Mechanic | 29.90 |
| 23381 - Ground Support Equipment Servicer | 24.28 |
| 23382 - Ground Support Equipment Worker | 26.19 |
| 23391 - Gunsmith I | 16.21 |
| 23392 - Gunsmith II | 19.06 |
| 23393 - Gunsmith III | 21.76 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 20.12 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 21.35 |
| 23430 - Heavy Equipment Mechanic | 22.42 |
| 23440 - Heavy Equipment Operator | 18.20 |
| 23460 - Instrument Mechanic | 21.76 |
| 23465 - Laboratory/Shelter Mechanic | 20.37 |
| 23470 - Laborer | 15.27 |
| 23510 - Locksmith | 20.37 |
| 23530 - Machinery Maintenance Mechanic | 26.45 |
| 23550 - Machinist Maintenance | 21.76 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 13.95 |
| 23591 - Metrology Technician I | 21.76 |
| 23592 - Metrology Technician II | 23.10 |
| 23593 - Metrology Technician III | 24.37 |
| 23640 - Millwright | 21.76 |
| 23710 - Office Appliance Repairer | 20.37 |
| 23760 - Painter Maintenance | 17.51 |
| 23790 - Pipefitter Maintenance | 20.20 |
| 23810 - Plumber Maintenance | 19.23 |
| 23820 - Pneudraulic Systems Mechanic | 21.76 |
| 23850 - Rigger | 21.76 |
| 23870 - Scale Mechanic | 19.06 |
| 23890 - Sheet-Metal Worker | 21.57 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.06 |
| 23931 - Telecommunications Mechanic | 32.12 |
| I | |
| 23932 - Telecommunications Mechanic | 34.09 |
| II | |
| 23950 - Telephone Lineman | 21.76 |
| 23960 - Welder Combination | 21.43 |
| Maintenance | |
| 23965 - Well Driller | 21.76 |
| 23970 - Woodcraft Worker | 21.76 |
| 23980 - Woodworker | 16.21 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 18.28 |
| 24570 - Child Care Attendant | 10.32 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 11.75 |
| 24620 - Family Readiness And Support | 18.28 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 18.28 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 21.76 |
| 25040 - Sewage Plant Operator | 23.53 |
| 25070 - Stationary Engineer | 21.76 |
| 25190 - Ventilation Equipment Tender | 16.10 |
| 25210 - Water Treatment Plant | 23.53 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 15.26 |
| 27008 - Corrections Officer | 25.15 |
| 27010 - Court Security Officer | 28.50 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 25.15 |
| 27070 - Firefighter | 26.09 |

| | |
|--|---------------|
| 27101 - Guard I | 15.26 |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 30.90 |
| 27132 - Police Officer II | 34.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.47 |
| 28042 - Carnival Equipment Repairer | 16.98 |
| 28043 - Carnival Worker | 10.90 |
| 28210 - Gate Attendant/Gate Tender | 16.29 |
| 28310 - Lifeguard | 14.84 |
| 28350 - Park Attendant (Aide) | 18.23 |
| 28510 - Recreation Aide/Health | 13.30 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 22.58 |
| 28630 - Sports Official | 14.51 |
| 28690 - Swimming Pool Operator | 21.75 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 22.76 |
| 29020 - Hatch Tender | 22.76 |
| 29030 - Line Handler | 22.76 |
| 29041 - Stevedore I | 20.86 |
| 29042 - Stevedore II | 24.67 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control | (see 2) 42.91 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control | (see 2) 29.59 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 32.58 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 19.44 |
| 30022 - Archeological Technician II | 21.75 |
| 30023 - Archeological Technician III | 26.93 |
| 30030 - Cartographic Technician | 26.93 |
| 30040 - Civil Engineering Technician | 24.85 |
| 30051 - Cryogenic Technician I | 29.84 |
| 30052 - Cryogenic Technician II | 32.95 |
| 30061 - Drafter/CAD Operator I | 19.44 |
| 30062 - Drafter/CAD Operator II | 21.75 |
| 30063 - Drafter/CAD Operator III | 24.25 |
| 30064 - Drafter/CAD Operator IV | 29.84 |
| 30081 - Engineering Technician I | 17.93 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 27.90 |
| 30085 - Engineering Technician V | 34.13 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 26.42 |
| 30095 - Evidence Control Specialist | 26.93 |
| 30210 - Laboratory Technician | 24.25 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 29.84 |
| 30222 - Latent Fingerprint Technician II | 32.95 |
| 30240 - Mathematical Technician | 26.93 |
| 30361 - Paralegal/Legal Assistant I | 20.18 |
| 30362 - Paralegal/Legal Assistant II | 25.00 |
| 30363 - Paralegal/Legal Assistant III | 30.57 |
| 30364 - Paralegal/Legal Assistant IV | 36.99 |
| 30375 - Petroleum Supply Specialist | 32.95 |
| 30390 - Photo-Optics Technician | 25.86 |
| 30395 - Radiation Control Technician | 32.95 |
| 30461 - Technical Writer I | 26.93 |
| 30462 - Technical Writer II | 32.95 |
| 30463 - Technical Writer III | 39.87 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 27.27 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 33.00 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.55 |
| 30494 - Unexploded (UXO) Safety Escort | 27.27 |
| 30495 - Unexploded (UXO) Sweep Personnel | 27.27 |
| 30501 - Weather Forecaster I | 29.84 |
| 30502 - Weather Forecaster II | 36.30 |
| 30620 - Weather Observer Combined (see 2) | 24.25 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 26.93 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 33.00 |
| 31020 - Bus Aide | 12.80 |
| 31030 - Bus Driver | 19.08 |
| 31043 - Driver Courier | 15.95 |
| 31260 - Parking and Lot Attendant | 11.19 |
| 31290 - Shuttle Bus Driver | 17.51 |
| 31310 - Taxi Driver | 14.67 |
| 31361 - Truckdriver Light | 17.51 |
| 31362 - Truckdriver Medium | 19.08 |
| 31363 - Truckdriver Heavy | 19.96 |
| 31364 - Truckdriver Tractor-Trailer | 19.96 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.09 |
| 99030 - Cashier | 11.74 |
| 99050 - Desk Clerk | 12.56 |
| 99095 - Embalmer | 27.27 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 27.27 |
| 99251 - Laboratory Animal Caretaker | 16.05 |
| I | |
| 99252 - Laboratory Animal Caretaker | 17.61 |
| II | |
| 99260 - Marketing Analyst | 27.84 |
| 99310 - Mortician | 27.27 |
| 99410 - Pest Controller | 19.24 |
| 99510 - Photofinishing Worker | 14.33 |
| 99710 - Recycling Laborer | 20.02 |
| 99711 - Recycling Specialist | 24.95 |
| 99730 - Refuse Collector | 17.50 |
| 99810 - Sales Clerk | 13.27 |
| 99820 - School Crossing Guard | 14.43 |
| 99830 - Survey Party Chief | 21.02 |
| 99831 - Surveying Aide | 11.45 |
| 99832 - Surveying Technician | 18.76 |
| 99840 - Vending Machine Attendant | 18.00 |
| 99841 - Vending Machine Repairer | 23.23 |
| 99842 - Vending Machine Repairer | 18.00 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4585

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4585
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Florida

Area: Florida Counties of De Soto Hardee

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.88 |
| 01012 - Accounting Clerk II | | 16.71 |
| 01013 - Accounting Clerk III | | 18.69 |
| 01020 - Administrative Assistant | | 22.12 |
| 01035 - Court Reporter | | 19.23 |
| 01041 - Customer Service Representative I | | 13.59 |
| 01042 - Customer Service Representative II | | 15.27 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 16.67 |
| 01051 - Data Entry Operator I | 14.30 |
| 01052 - Data Entry Operator II | 15.60 |
| 01060 - Dispatcher Motor Vehicle | 17.04 |
| 01070 - Document Preparation Clerk | 15.31 |
| 01090 - Duplicating Machine Operator | 15.31 |
| 01111 - General Clerk I | 14.15 |
| 01112 - General Clerk II | 15.44 |
| 01113 - General Clerk III | 17.34 |
| 01120 - Housing Referral Assistant | 21.44 |
| 01141 - Messenger Courier | 14.04 |
| 01191 - Order Clerk I | 15.40 |
| 01192 - Order Clerk II | 16.81 |
| 01261 - Personnel Assistant (Employment) I | 17.30 |
| 01262 - Personnel Assistant (Employment) II | 19.35 |
| 01263 - Personnel Assistant (Employment) III | 21.57 |
| 01270 - Production Control Clerk | 23.97 |
| 01290 - Rental Clerk | 17.54 |
| 01300 - Scheduler Maintenance | 17.20 |
| 01311 - Secretary I | 17.20 |
| 01312 - Secretary II | 19.23 |
| 01313 - Secretary III | 21.44 |
| 01320 - Service Order Dispatcher | 15.23 |
| 01410 - Supply Technician | 22.12 |
| 01420 - Survey Worker | 17.16 |
| 01460 - Switchboard Operator/Receptionist | 14.88 |
| 01531 - Travel Clerk I | 12.46 |
| 01532 - Travel Clerk II | 13.56 |
| 01533 - Travel Clerk III | 14.75 |
| 01611 - Word Processor I | 13.64 |
| 01612 - Word Processor II | 15.31 |
| 01613 - Word Processor III | 17.12 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 20.27 |
| Fiberglass | |
| 05010 - Automotive Electrician | 20.79 |
| 05040 - Automotive Glass Installer | 19.87 |
| 05070 - Automotive Worker | 19.87 |
| 05110 - Mobile Equipment Servicer | 18.02 |
| 05130 - Motor Equipment Metal | 21.75 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 19.87 |
| 05190 - Motor Vehicle Mechanic | 20.88 |
| 05220 - Motor Vehicle Mechanic Helper | 17.00 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 18.94 |
| 05280 - Motor Vehicle Wrecker | 19.87 |
| 05310 - Painter Automotive | 20.79 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 14.58 |
| 05400 - Transmission Repair Specialist | 21.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.27 |
| 07041 - Cook I | 11.70 |
| 07042 - Cook II | 13.29 |
| 07070 - Dishwasher | 11.89 |
| 07130 - Food Service Worker | 12.29 |
| 07210 - Meat Cutter | 20.19 |
| 07260 - Waiter/Waitress | 11.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.37 |
| 09040 - Furniture Handler | 12.13 |
| 09080 - Furniture Refinisher | 20.37 |
| 09090 - Furniture Refinisher Helper | 14.77 |
| 09110 - Furniture Repairer Minor | 17.67 |
| 09130 - Upholsterer | 20.37 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 14.03 |
| 11060 - Elevator Operator | 12.44 |
| 11090 - Gardener | 21.26 |
| 11122 - Housekeeping Aide | 12.44 |
| 11150 - Janitor | 12.44 |
| 11210 - Laborer Grounds Maintenance | 15.54 |
| 11240 - Maid or Houseman | 12.52 |
| 11260 - Pruner | 13.59 |
| 11270 - Tractor Operator | 19.37 |
| 11330 - Trail Maintenance Worker | 15.54 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.38 |
| 12011 - Breath Alcohol Technician | 19.97 |
| 12012 - Certified Occupational Therapist Assistant | 33.19 |
| 12015 - Certified Physical Therapist Assistant | 34.23 |
| 12020 - Dental Assistant | 21.42 |
| 12025 - Dental Hygienist | 39.12 |
| 12030 - EKG Technician | 30.31 |
| 12035 - Electroneurodiagnostic Technologist | 30.31 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 19.38 |
| 12071 - Licensed Practical Nurse I | 17.88 |
| 12072 - Licensed Practical Nurse II | 19.99 |
| 12073 - Licensed Practical Nurse III | 22.29 |
| 12100 - Medical Assistant | 15.63 |
| 12130 - Medical Laboratory Technician | 24.87 |
| Technician | |
| 12160 - Medical Record Clerk | 16.28 |
| 12190 - Medical Record Technician | 19.56 |
| 12195 - Medical Transcriptionist | 17.88 |
| 12210 - Nuclear Medicine Technologist | 43.94 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.73 |
| 12222 - Nursing Assistant II | 14.30 |
| 12223 - Nursing Assistant III | 15.61 |
| 12224 - Nursing Assistant IV | 17.52 |
| 12235 - Optical Dispenser | 19.99 |
| 12236 - Optical Technician | 17.88 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 16.35 |
| 12305 - Radiologic Technologist | 29.94 |
| 12311 - Registered Nurse I | 24.46 |
| 12312 - Registered Nurse II | 29.92 |
| 12313 - Registered Nurse II | 29.92 |
| Specialist | |
| 12314 - Registered Nurse III | 36.21 |
| 12315 - Registered Nurse III | 36.21 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 43.39 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.77 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 23.73 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 21.45 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 30.49 |
| 13041 - Illustrator I | 19.42 |
| 13042 - Illustrator II | 24.05 |
| 13043 - Illustrator III | 29.42 |
| 13047 - Librarian | 27.59 |
| 13050 - Library Aide/Clerk | 16.14 |
| 13054 - Library Information Technology Systems Administrator | 24.65 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 18.66 |
| 13061 - Media Specialist I | 17.98 |
| 13062 - Media Specialist II | 20.11 |
| 13063 - Media Specialist III | 22.43 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 18.09 |
| 13072 - Photographer II | 20.23 |
| 13073 - Photographer III | 25.08 |
| 13074 - Photographer IV | 29.18 |
| 13075 - Photographer V | 35.30 |
| 13090 - Technical Order Library | 20.27 |
| Clerk | |
| 13110 - Video Teleconference | 20.44 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.66 |
| 14042 - Computer Operator II | 17.71 |
| 14043 - Computer Operator III | 19.54 |
| 14044 - Computer Operator IV | 21.70 |
| 14045 - Computer Operator V | 23.54 |
| 14071 - Computer Programmer I | (see 1) 22.94 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.66 |
| Operator | |
| 14160 - Personal Computer Support | 21.70 |
| Technician | |
| 14170 - System Support Specialist | 23.54 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 31.47 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 38.08 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 45.63 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 31.47 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 26.16 |
| 15070 - Flight Instructor (Pilot) | 45.63 |
| 15080 - Graphic Artist | 22.04 |
| 15085 - Maintenance Test Pilot Fixed | 45.63 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 45.63 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 45.63 |
| Pilot | |
| 15090 - Technical Instructor | 19.47 |
| 15095 - Technical Instructor/Course | 25.39 |
| Developer | |
| 15110 - Test Proctor | 16.75 |

| | |
|--|-------|
| 15120 - Tutor | 16.75 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 11.42 |
| 16030 - Counter Attendant | 11.42 |
| 16040 - Dry Cleaner | 13.95 |
| 16070 - Finisher Flatwork Machine | 11.42 |
| 16090 - Presser Hand | 11.42 |
| 16110 - Presser Machine Drycleaning | 11.42 |
| 16130 - Presser Machine Shirts | 11.42 |
| 16160 - Presser Machine Wearing | 11.42 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 14.62 |
| 16220 - Tailor | 15.30 |
| 16250 - Washer Machine | 12.34 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.37 |
| 19040 - Tool And Die Maker | 25.68 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 22.09 |
| 21030 - Material Coordinator | 23.00 |
| 21040 - Material Expediter | 23.00 |
| 21050 - Material Handling Laborer | 15.27 |
| 21071 - Order Filler | 15.57 |
| 21080 - Production Line Worker (Food Processing) | 22.09 |
| 21110 - Shipping Packer | 17.80 |
| 21130 - Shipping/Receiving Clerk | 17.80 |
| 21140 - Store Worker I | 10.88 |
| 21150 - Stock Clerk | 16.24 |
| 21210 - Tools And Parts Attendant | 22.09 |
| 21410 - Warehouse Specialist | 22.09 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 31.74 |
| 23019 - Aircraft Logs and Records Technician | 24.28 |
| 23021 - Aircraft Mechanic I | 29.90 |
| 23022 - Aircraft Mechanic II | 31.74 |
| 23023 - Aircraft Mechanic III | 33.48 |
| 23040 - Aircraft Mechanic Helper | 20.29 |
| 23050 - Aircraft Painter | 26.88 |
| 23060 - Aircraft Servicer | 24.28 |
| 23070 - Aircraft Survival Flight Equipment Technician | 26.88 |
| 23080 - Aircraft Worker | 26.19 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 26.19 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 29.90 |
| 23110 - Appliance Mechanic | 20.37 |
| 23120 - Bicycle Repairer | 16.21 |
| 23125 - Cable Splicer | 27.69 |
| 23130 - Carpenter Maintenance | 22.51 |
| 23140 - Carpet Layer | 19.06 |
| 23160 - Electrician Maintenance | 23.86 |
| 23181 - Electronics Technician Maintenance I | 19.06 |
| 23182 - Electronics Technician Maintenance II | 20.76 |
| 23183 - Electronics Technician Maintenance III | 24.93 |
| 23260 - Fabric Worker | 17.67 |
| 23290 - Fire Alarm System Mechanic | 22.58 |
| 23310 - Fire Extinguisher Repairer | 16.21 |
| 23311 - Fuel Distribution System Mechanic | 23.51 |
| 23312 - Fuel Distribution System Operator | 17.69 |
| 23370 - General Maintenance Worker | 17.38 |
| 23380 - Ground Support Equipment Mechanic | 29.90 |
| 23381 - Ground Support Equipment Servicer | 24.28 |
| 23382 - Ground Support Equipment Worker | 26.19 |
| 23391 - Gunsmith I | 16.21 |
| 23392 - Gunsmith II | 19.06 |
| 23393 - Gunsmith III | 21.76 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 19.37 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 20.55 |
| 23430 - Heavy Equipment Mechanic | 22.42 |
| 23440 - Heavy Equipment Operator | 17.33 |
| 23460 - Instrument Mechanic | 21.76 |
| 23465 - Laboratory/Shelter Mechanic | 20.37 |
| 23470 - Laborer | 15.27 |
| 23510 - Locksmith | 20.37 |
| 23530 - Machinery Maintenance Mechanic | 26.45 |
| 23550 - Machinist Maintenance | 21.76 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.98 |
| 23591 - Metrology Technician I | 21.76 |
| 23592 - Metrology Technician II | 23.10 |
| 23593 - Metrology Technician III | 24.37 |
| 23640 - Millwright | 21.76 |
| 23710 - Office Appliance Repairer | 20.37 |
| 23760 - Painter Maintenance | 17.67 |
| 23790 - Pipefitter Maintenance | 19.38 |
| 23810 - Plumber Maintenance | 18.15 |
| 23820 - Pneudraulic Systems Mechanic | 21.76 |
| 23850 - Rigger | 21.76 |
| 23870 - Scale Mechanic | 19.06 |
| 23890 - Sheet-Metal Worker | 21.38 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.06 |
| 23931 - Telecommunications Mechanic | 32.12 |
| I | |
| 23932 - Telecommunications Mechanic | 34.09 |
| II | |
| 23950 - Telephone Lineman | 23.50 |
| 23960 - Welder Combination | 21.08 |
| Maintenance | |
| 23965 - Well Driller | 21.76 |
| 23970 - Woodcraft Worker | 21.76 |
| 23980 - Woodworker | 16.21 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 18.28 |
| 24570 - Child Care Attendant | 10.32 |
| 24580 - Child Care Center Clerk | 14.10 |
| 24610 - Chore Aide | 11.75 |
| 24620 - Family Readiness And Support | 18.28 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 18.28 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 21.76 |
| 25040 - Sewage Plant Operator | 23.53 |
| 25070 - Stationary Engineer | 21.76 |
| 25190 - Ventilation Equipment Tender | 16.10 |
| 25210 - Water Treatment Plant | 23.53 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.49 |
| 27007 - Baggage Inspector | 15.26 |
| 27008 - Corrections Officer | 22.81 |
| 27010 - Court Security Officer | 21.45 |
| 27030 - Detection Dog Handler | 17.06 |
| 27040 - Detention Officer | 22.81 |
| 27070 - Firefighter | 19.99 |

| | |
|--|---------------|
| 27101 - Guard I | 15.26 |
| 27102 - Guard II | 17.06 |
| 27131 - Police Officer I | 24.05 |
| 27132 - Police Officer II | 26.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.37 |
| 28042 - Carnival Equipment Repairer | 16.87 |
| 28043 - Carnival Worker | 10.78 |
| 28210 - Gate Attendant/Gate Tender | 16.29 |
| 28310 - Lifeguard | 12.76 |
| 28350 - Park Attendant (Aide) | 18.23 |
| 28510 - Recreation Aide/Health | 12.86 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 22.33 |
| 28630 - Sports Official | 14.51 |
| 28690 - Swimming Pool Operator | 19.84 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 19.06 |
| 29020 - Hatch Tender | 19.06 |
| 29030 - Line Handler | 19.06 |
| 29041 - Stevedore I | 17.67 |
| 29042 - Stevedore II | 20.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control | (see 2) 42.91 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control | (see 2) 29.59 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 32.58 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 19.12 |
| 30022 - Archeological Technician II | 21.75 |
| 30023 - Archeological Technician III | 26.93 |
| 30030 - Cartographic Technician | 26.93 |
| 30040 - Civil Engineering Technician | 24.85 |
| 30051 - Cryogenic Technician I | 29.84 |
| 30052 - Cryogenic Technician II | 32.95 |
| 30061 - Drafter/CAD Operator I | 19.12 |
| 30062 - Drafter/CAD Operator II | 21.75 |
| 30063 - Drafter/CAD Operator III | 24.25 |
| 30064 - Drafter/CAD Operator IV | 29.84 |
| 30081 - Engineering Technician I | 17.32 |
| 30082 - Engineering Technician II | 19.44 |
| 30083 - Engineering Technician III | 21.75 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.95 |
| 30086 - Engineering Technician VI | 39.17 |
| 30090 - Environmental Technician | 24.18 |
| 30095 - Evidence Control Specialist | 26.93 |
| 30210 - Laboratory Technician | 23.30 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 29.84 |
| 30222 - Latent Fingerprint Technician II | 32.95 |
| 30240 - Mathematical Technician | 26.93 |
| 30361 - Paralegal/Legal Assistant I | 20.18 |
| 30362 - Paralegal/Legal Assistant II | 25.00 |
| 30363 - Paralegal/Legal Assistant III | 30.57 |
| 30364 - Paralegal/Legal Assistant IV | 36.99 |
| 30375 - Petroleum Supply Specialist | 32.95 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30395 - Radiation Control Technician | 32.95 |
| 30461 - Technical Writer I | 24.94 |
| 30462 - Technical Writer II | 30.56 |
| 30463 - Technical Writer III | 36.91 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 27.27 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 33.00 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.55 |
| 30494 - Unexploded (UXO) Safety Escort | 27.27 |
| 30495 - Unexploded (UXO) Sweep Personnel | 27.27 |
| 30501 - Weather Forecaster I | 29.84 |
| 30502 - Weather Forecaster II | 36.30 |
| 30620 - Weather Observer Combined (see 2) | 24.25 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 25.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 33.00 |
| 31020 - Bus Aide | 12.80 |
| 31030 - Bus Driver | 19.08 |
| 31043 - Driver Courier | 15.95 |
| 31260 - Parking and Lot Attendant | 11.19 |
| 31290 - Shuttle Bus Driver | 17.51 |
| 31310 - Taxi Driver | 14.67 |
| 31361 - Truckdriver Light | 17.51 |
| 31362 - Truckdriver Medium | 19.08 |
| 31363 - Truckdriver Heavy | 19.96 |
| 31364 - Truckdriver Tractor-Trailer | 19.96 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 16.09 |
| 99030 - Cashier | 11.74 |
| 99050 - Desk Clerk | 12.56 |
| 99095 - Embalmer | 27.27 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 27.27 |
| 99251 - Laboratory Animal Caretaker | 16.05 |
| I | |
| 99252 - Laboratory Animal Caretaker | 17.61 |
| II | |
| 99260 - Marketing Analyst | 27.84 |
| 99310 - Mortician | 27.27 |
| 99410 - Pest Controller | 17.37 |
| 99510 - Photofinishing Worker | 14.33 |
| 99710 - Recycling Laborer | 20.02 |
| 99711 - Recycling Specialist | 24.95 |
| 99730 - Refuse Collector | 17.50 |
| 99810 - Sales Clerk | 13.27 |
| 99820 - School Crossing Guard | 14.43 |
| 99830 - Survey Party Chief | 19.97 |
| 99831 - Surveying Aide | 12.28 |
| 99832 - Surveying Technician | 18.76 |
| 99840 - Vending Machine Attendant | 18.00 |
| 99841 - Vending Machine Repairer | 23.23 |
| 99842 - Vending Machine Repairer | 18.00 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4587

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4587
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: Alabama

Area: Alabama County of Calhoun

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.17 |
| 01012 - Accounting Clerk II | | 15.91 |
| 01013 - Accounting Clerk III | | 17.79 |
| 01020 - Administrative Assistant | | 26.07 |
| 01035 - Court Reporter | | 18.40 |
| 01041 - Customer Service Representative I | | 13.18 |
| 01042 - Customer Service Representative II | | 14.81 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 16.16 |
| 01051 - Data Entry Operator I | 13.31 |
| 01052 - Data Entry Operator II | 14.52 |
| 01060 - Dispatcher Motor Vehicle | 22.34 |
| 01070 - Document Preparation Clerk | 14.65 |
| 01090 - Duplicating Machine Operator | 14.65 |
| 01111 - General Clerk I | 11.67 |
| 01112 - General Clerk II | 12.74 |
| 01113 - General Clerk III | 14.30 |
| 01120 - Housing Referral Assistant | 20.51 |
| 01141 - Messenger Courier | 11.94 |
| 01191 - Order Clerk I | 13.43 |
| 01192 - Order Clerk II | 14.65 |
| 01261 - Personnel Assistant (Employment) I | 16.44 |
| 01262 - Personnel Assistant (Employment) II | 18.40 |
| 01263 - Personnel Assistant (Employment) III | 20.51 |
| 01270 - Production Control Clerk | 23.18 |
| 01290 - Rental Clerk | 11.86 |
| 01300 - Scheduler Maintenance | 16.44 |
| 01311 - Secretary I | 16.44 |
| 01312 - Secretary II | 18.40 |
| 01313 - Secretary III | 20.51 |
| 01320 - Service Order Dispatcher | 20.84 |
| 01410 - Supply Technician | 26.07 |
| 01420 - Survey Worker | 13.78 |
| 01460 - Switchboard Operator/Receptionist | 11.90 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.82 |
| 01533 - Travel Clerk III | 13.64 |
| 01611 - Word Processor I | 14.65 |
| 01612 - Word Processor II | 16.44 |
| 01613 - Word Processor III | 18.40 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 20.89 |
| Fiberglass | |
| 05010 - Automotive Electrician | 18.27 |
| 05040 - Automotive Glass Installer | 17.44 |
| 05070 - Automotive Worker | 17.44 |
| 05110 - Mobile Equipment Servicer | 15.54 |
| 05130 - Motor Equipment Metal | 19.12 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.44 |
| 05190 - Motor Vehicle Mechanic | 19.12 |
| 05220 - Motor Vehicle Mechanic Helper | 14.66 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 16.50 |
| 05280 - Motor Vehicle Wrecker | 17.44 |
| 05310 - Painter Automotive | 18.27 |
| 05340 - Radiator Repair Specialist | 17.44 |
| 05370 - Tire Repairer | 15.35 |
| 05400 - Transmission Repair Specialist | 19.12 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.48 |
| 07041 - Cook I | 12.03 |
| 07042 - Cook II | 13.55 |
| 07070 - Dishwasher | 9.17 |
| 07130 - Food Service Worker | 10.09 |
| 07210 - Meat Cutter | 14.73 |
| 07260 - Waiter/Waitress | 9.79 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.03 |
| 09040 - Furniture Handler | 14.12 |
| 09080 - Furniture Refinisher | 19.96 |
| 09090 - Furniture Refinisher Helper | 16.03 |
| 09110 - Furniture Repairer Minor | 18.05 |
| 09130 - Upholsterer | 19.96 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.13 |
| 11060 - Elevator Operator | 10.92 |
| 11090 - Gardener | 13.62 |
| 11122 - Housekeeping Aide | 10.92 |
| 11150 - Janitor | 10.92 |
| 11210 - Laborer Grounds Maintenance | 11.13 |
| 11240 - Maid or Houseman | 9.84 |
| 11260 - Pruner | 10.34 |
| 11270 - Tractor Operator | 12.63 |
| 11330 - Trail Maintenance Worker | 11.13 |
| 11360 - Window Cleaner | 11.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.90 |
| 12011 - Breath Alcohol Technician | 18.47 |
| 12012 - Certified Occupational Therapist Assistant | 25.34 |
| 12015 - Certified Physical Therapist Assistant | 26.19 |
| 12020 - Dental Assistant | 19.79 |
| 12025 - Dental Hygienist | 27.87 |
| 12030 - EKG Technician | 27.99 |
| 12035 - Electroneurodiagnostic Technologist | 27.99 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 15.90 |
| 12071 - Licensed Practical Nurse I | 16.50 |
| 12072 - Licensed Practical Nurse II | 18.47 |
| 12073 - Licensed Practical Nurse III | 20.59 |
| 12100 - Medical Assistant | 14.30 |
| 12130 - Medical Laboratory Technician | 17.67 |
| Technician | |
| 12160 - Medical Record Clerk | 14.85 |
| 12190 - Medical Record Technician | 17.27 |
| 12195 - Medical Transcriptionist | 15.44 |
| 12210 - Nuclear Medicine | 40.58 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.56 |
| 12222 - Nursing Assistant II | 12.99 |
| 12223 - Nursing Assistant III | 14.18 |
| 12224 - Nursing Assistant IV | 15.92 |
| 12235 - Optical Dispenser | 17.00 |
| 12236 - Optical Technician | 16.50 |
| 12250 - Pharmacy Technician | 13.93 |
| 12280 - Phlebotomist | 16.50 |
| 12305 - Radiologic Technologist | 22.28 |
| 12311 - Registered Nurse I | 23.80 |
| 12312 - Registered Nurse II | 29.11 |
| 12313 - Registered Nurse II | 29.11 |
| Specialist | |
| 12314 - Registered Nurse III | 35.23 |
| 12315 - Registered Nurse III | 35.23 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 42.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.87 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 21.40 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 18.74 |
| 13012 - Exhibits Specialist II | 23.22 |
| 13013 - Exhibits Specialist III | 28.40 |
| 13041 - Illustrator I | 18.74 |
| 13042 - Illustrator II | 23.22 |
| 13043 - Illustrator III | 28.40 |
| 13047 - Librarian | 25.71 |
| 13050 - Library Aide/Clerk | 10.80 |
| 13054 - Library Information | 23.22 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 18.74 |
| 13061 - Media Specialist I | 16.76 |
| 13062 - Media Specialist II | 18.74 |
| 13063 - Media Specialist III | 20.90 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.76 |
| 13072 - Photographer II | 18.74 |
| 13073 - Photographer III | 23.22 |
| 13074 - Photographer IV | 28.40 |
| 13075 - Photographer V | 34.37 |
| 13090 - Technical Order Library | 15.74 |
| Clerk | |
| 13110 - Video Teleconference | 16.76 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 14.61 |
| 14042 - Computer Operator II | 16.35 |
| 14043 - Computer Operator III | 18.23 |
| 14044 - Computer Operator IV | 20.25 |
| 14045 - Computer Operator V | 22.43 |
| 14071 - Computer Programmer I | (see 1) 17.17 |
| 14072 - Computer Programmer II | (see 1) 21.27 |
| 14073 - Computer Programmer III | (see 1) 26.02 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 14.61 |
| Operator | |
| 14160 - Personal Computer Support | 20.25 |
| Technician | |
| 14170 - System Support Specialist | 22.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 30.60 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 37.02 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 44.37 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 30.60 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 34.12 |
| 15070 - Flight Instructor (Pilot) | 44.37 |
| 15080 - Graphic Artist | 24.76 |
| 15085 - Maintenance Test Pilot Fixed | 44.37 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 44.37 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 44.37 |
| Pilot | |
| 15090 - Technical Instructor | 20.24 |
| 15095 - Technical Instructor/Course | 24.76 |
| Developer | |
| 15110 - Test Proctor | 16.33 |

| | |
|--|-------|
| 15120 - Tutor | 16.33 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.93 |
| 16030 - Counter Attendant | 9.93 |
| 16040 - Dry Cleaner | 11.88 |
| 16070 - Finisher Flatwork Machine | 9.93 |
| 16090 - Presser Hand | 9.93 |
| 16110 - Presser Machine Drycleaning | 9.93 |
| 16130 - Presser Machine Shirts | 9.93 |
| 16160 - Presser Machine Wearing | 9.93 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.54 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer Machine | 10.59 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.83 |
| 19040 - Tool And Die Maker | 27.06 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.76 |
| 21030 - Material Coordinator | 23.18 |
| 21040 - Material Expediter | 23.18 |
| 21050 - Material Handling Laborer | 15.24 |
| 21071 - Order Filler | 13.44 |
| 21080 - Production Line Worker (Food Processing) | 16.76 |
| 21110 - Shipping Packer | 17.65 |
| 21130 - Shipping/Receiving Clerk | 17.65 |
| 21140 - Store Worker I | 14.08 |
| 21150 - Stock Clerk | 17.42 |
| 21210 - Tools And Parts Attendant | 16.76 |
| 21410 - Warehouse Specialist | 16.76 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.92 |
| 23019 - Aircraft Logs and Records Technician | 20.65 |
| 23021 - Aircraft Mechanic I | 23.89 |
| 23022 - Aircraft Mechanic II | 24.92 |
| 23023 - Aircraft Mechanic III | 25.98 |
| 23040 - Aircraft Mechanic Helper | 18.33 |
| 23050 - Aircraft Painter | 22.83 |
| 23060 - Aircraft Servicer | 20.65 |
| 23070 - Aircraft Survival Flight Equipment Technician | 22.83 |
| 23080 - Aircraft Worker | 21.80 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 21.80 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 23.89 |
| 23110 - Appliance Mechanic | 22.83 |
| 23120 - Bicycle Repairer | 18.78 |
| 23125 - Cable Splicer | 23.89 |
| 23130 - Carpenter Maintenance | 16.83 |
| 23140 - Carpet Layer | 21.80 |
| 23160 - Electrician Maintenance | 23.22 |
| 23181 - Electronics Technician Maintenance I | 23.72 |
| 23182 - Electronics Technician Maintenance II | 24.83 |
| 23183 - Electronics Technician Maintenance III | 25.90 |
| 23260 - Fabric Worker | 20.65 |
| 23290 - Fire Alarm System Mechanic | 22.10 |
| 23310 - Fire Extinguisher Repairer | 23.52 |
| 23311 - Fuel Distribution System Mechanic | 24.59 |
| 23312 - Fuel Distribution System Operator | 19.99 |
| 23370 - General Maintenance Worker | 17.67 |
| 23380 - Ground Support Equipment Mechanic | 23.89 |
| 23381 - Ground Support Equipment Servicer | 20.65 |
| 23382 - Ground Support Equipment Worker | 21.80 |
| 23391 - Gunsmith I | 19.43 |
| 23392 - Gunsmith II | 21.80 |
| 23393 - Gunsmith III | 23.89 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 17.17 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 17.92 |
| 23430 - Heavy Equipment Mechanic | 25.22 |
| 23440 - Heavy Equipment Operator | 17.73 |
| 23460 - Instrument Mechanic | 23.89 |
| 23465 - Laboratory/Shelter Mechanic | 22.83 |
| 23470 - Laborer | 15.24 |
| 23510 - Locksmith | 22.83 |
| 23530 - Machinery Maintenance Mechanic | 26.89 |
| 23550 - Machinist Maintenance | 24.60 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.05 |
| 23591 - Metrology Technician I | 23.89 |
| 23592 - Metrology Technician II | 24.92 |
| 23593 - Metrology Technician III | 25.98 |
| 23640 - Millwright | 25.07 |
| 23710 - Office Appliance Repairer | 22.83 |
| 23760 - Painter Maintenance | 24.02 |
| 23790 - Pipefitter Maintenance | 24.24 |
| 23810 - Plumber Maintenance | 23.24 |
| 23820 - Pneudraulic Systems Mechanic | 23.89 |
| 23850 - Rigger | 23.89 |
| 23870 - Scale Mechanic | 21.80 |
| 23890 - Sheet-Metal Worker | 23.89 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 21.80 |
| 23931 - Telecommunications Mechanic | 26.52 |
| I | |
| 23932 - Telecommunications Mechanic | 27.67 |
| II | |
| 23950 - Telephone Lineman | 23.89 |
| 23960 - Welder Combination | 24.19 |
| Maintenance | |
| 23965 - Well Driller | 23.89 |
| 23970 - Woodcraft Worker | 23.89 |
| 23980 - Woodworker | 19.43 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.52 |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 12.77 |
| 24610 - Chore Aide | 9.26 |
| 24620 - Family Readiness And Support | 13.52 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 13.52 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 23.89 |
| 25040 - Sewage Plant Operator | 21.57 |
| 25070 - Stationary Engineer | 23.89 |
| 25190 - Ventilation Equipment Tender | 18.33 |
| 25210 - Water Treatment Plant | 21.57 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.90 |
| 27007 - Baggage Inspector | 14.79 |
| 27008 - Corrections Officer | 15.52 |
| 27010 - Court Security Officer | 17.67 |
| 27030 - Detection Dog Handler | 16.55 |
| 27040 - Detention Officer | 15.52 |
| 27070 - Firefighter | 19.64 |

| | |
|--|-------|
| 27101 - Guard I | 14.79 |
| 27102 - Guard II | 16.55 |
| 27131 - Police Officer I | 19.82 |
| 27132 - Police Officer II | 22.02 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.75 |
| 28042 - Carnival Equipment Repairer | 11.46 |
| 28043 - Carnival Worker | 8.73 |
| 28210 - Gate Attendant/Gate Tender | 13.79 |
| 28310 - Lifeguard | 12.53 |
| 28350 - Park Attendant (Aide) | 15.42 |
| 28510 - Recreation Aide/Health | 11.48 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 19.10 |
| 28630 - Sports Official | 12.28 |
| 28690 - Swimming Pool Operator | 21.90 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 23.50 |
| 29020 - Hatch Tender | 23.50 |
| 29030 - Line Handler | 23.50 |
| 29041 - Stevedore I | 22.35 |
| 29042 - Stevedore II | 24.59 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.39 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.86 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.67 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 14.72 |
| 30022 - Archeological Technician II | 16.72 |
| 30023 - Archeological Technician III | 18.68 |
| 30030 - Cartographic Technician | 20.59 |
| 30040 - Civil Engineering Technician | 18.43 |
| 30051 - Cryogenic Technician I | 22.24 |
| 30052 - Cryogenic Technician II | 24.55 |
| 30061 - Drafter/CAD Operator I | 14.72 |
| 30062 - Drafter/CAD Operator II | 16.72 |
| 30063 - Drafter/CAD Operator III | 18.07 |
| 30064 - Drafter/CAD Operator IV | 22.24 |
| 30081 - Engineering Technician I | 13.75 |
| 30082 - Engineering Technician II | 14.72 |
| 30083 - Engineering Technician III | 17.27 |
| 30084 - Engineering Technician IV | 21.40 |
| 30085 - Engineering Technician V | 26.17 |
| 30086 - Engineering Technician VI | 28.78 |
| 30090 - Environmental Technician | 20.23 |
| 30095 - Evidence Control Specialist | 19.49 |
| 30210 - Laboratory Technician | 20.19 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 22.24 |
| 30222 - Latent Fingerprint Technician II | 24.55 |
| 30240 - Mathematical Technician | 20.59 |
| 30361 - Paralegal/Legal Assistant I | 19.82 |
| 30362 - Paralegal/Legal Assistant II | 24.56 |
| 30363 - Paralegal/Legal Assistant III | 30.04 |
| 30364 - Paralegal/Legal Assistant IV | 36.35 |
| 30375 - Petroleum Supply Specialist | 23.85 |
| 30390 - Photo-Optics Technician | 20.59 |
| 30395 - Radiation Control Technician | 23.85 |
| 30461 - Technical Writer I | 18.74 |
| 30462 - Technical Writer II | 22.92 |
| 30463 - Technical Writer III | 26.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.67 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.23 |
| 30494 - Unexploded (UXO) Safety Escort | 25.67 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.67 |
| 30501 - Weather Forecaster I | 22.24 |
| 30502 - Weather Forecaster II | 27.05 |
| 30620 - Weather Observer Combined (see 2) | 18.25 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 20.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.06 |
| 31020 - Bus Aide | 13.97 |
| 31030 - Bus Driver | 17.86 |
| 31043 - Driver Courier | 13.55 |
| 31260 - Parking and Lot Attendant | 12.98 |
| 31290 - Shuttle Bus Driver | 13.92 |
| 31310 - Taxi Driver | 14.10 |
| 31361 - Truckdriver Light | 13.92 |
| 31362 - Truckdriver Medium | 14.65 |
| 31363 - Truckdriver Heavy | 19.69 |
| 31364 - Truckdriver Tractor-Trailer | 19.69 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.14 |
| 99030 - Cashier | 9.73 |
| 99050 - Desk Clerk | 10.07 |
| 99095 - Embalmer | 25.67 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.67 |
| 99251 - Laboratory Animal Caretaker | 16.20 |
| I | |
| 99252 - Laboratory Animal Caretaker | 17.13 |
| II | |
| 99260 - Marketing Analyst | 23.60 |
| 99310 - Mortician | 25.67 |
| 99410 - Pest Controller | 19.58 |
| 99510 - Photofinishing Worker | 13.49 |
| 99710 - Recycling Laborer | 16.29 |
| 99711 - Recycling Specialist | 18.49 |
| 99730 - Refuse Collector | 15.14 |
| 99810 - Sales Clerk | 11.26 |
| 99820 - School Crossing Guard | 15.14 |
| 99830 - Survey Party Chief | 18.87 |
| 99831 - Surveying Aide | 12.35 |
| 99832 - Surveying Technician | 16.94 |
| 99840 - Vending Machine Attendant | 18.49 |
| 99841 - Vending Machine Repairer | 21.99 |
| 99842 - Vending Machine Repairer | 18.49 |
| 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 \$797.33 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4589

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4589
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: Alabama

Area: Alabama County of Lee

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.90 |
| 01012 - Accounting Clerk II | | 16.73 |
| 01013 - Accounting Clerk III | | 18.71 |
| 01020 - Administrative Assistant | | 26.32 |
| 01035 - Court Reporter | | 17.90 |
| 01041 - Customer Service Representative I | | 12.61 |
| 01042 - Customer Service Representative II | | 14.18 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.47 |
| 01051 - Data Entry Operator I | 13.07 |
| 01052 - Data Entry Operator II | 14.26 |
| 01060 - Dispatcher Motor Vehicle | 20.11 |
| 01070 - Document Preparation Clerk | 14.25 |
| 01090 - Duplicating Machine Operator | 14.25 |
| 01111 - General Clerk I | 11.82 |
| 01112 - General Clerk II | 12.90 |
| 01113 - General Clerk III | 14.49 |
| 01120 - Housing Referral Assistant | 19.95 |
| 01141 - Messenger Courier | 11.62 |
| 01191 - Order Clerk I | 14.21 |
| 01192 - Order Clerk II | 15.50 |
| 01261 - Personnel Assistant (Employment) I | 16.00 |
| 01262 - Personnel Assistant (Employment) II | 17.90 |
| 01263 - Personnel Assistant (Employment) III | 19.95 |
| 01270 - Production Control Clerk | 21.92 |
| 01290 - Rental Clerk | 12.77 |
| 01300 - Scheduler Maintenance | 16.00 |
| 01311 - Secretary I | 16.00 |
| 01312 - Secretary II | 17.90 |
| 01313 - Secretary III | 19.95 |
| 01320 - Service Order Dispatcher | 19.56 |
| 01410 - Supply Technician | 26.32 |
| 01420 - Survey Worker | 13.81 |
| 01460 - Switchboard Operator/Receptionist | 11.92 |
| 01531 - Travel Clerk I | 12.49 |
| 01532 - Travel Clerk II | 13.42 |
| 01533 - Travel Clerk III | 14.14 |
| 01611 - Word Processor I | 14.25 |
| 01612 - Word Processor II | 16.00 |
| 01613 - Word Processor III | 17.90 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 24.56 |
| Fiberglass | |
| 05010 - Automotive Electrician | 22.12 |
| 05040 - Automotive Glass Installer | 20.89 |
| 05070 - Automotive Worker | 20.89 |
| 05110 - Mobile Equipment Servicer | 18.18 |
| 05130 - Motor Equipment Metal | 23.38 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 20.89 |
| 05190 - Motor Vehicle Mechanic | 23.38 |
| 05220 - Motor Vehicle Mechanic Helper | 16.92 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 19.54 |
| 05280 - Motor Vehicle Wrecker | 20.89 |
| 05310 - Painter Automotive | 22.12 |
| 05340 - Radiator Repair Specialist | 20.89 |
| 05370 - Tire Repairer | 13.78 |
| 05400 - Transmission Repair Specialist | 23.38 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.39 |
| 07041 - Cook I | 10.60 |
| 07042 - Cook II | 12.18 |
| 07070 - Dishwasher | 9.28 |
| 07130 - Food Service Worker | 9.63 |
| 07210 - Meat Cutter | 14.23 |
| 07260 - Waiter/Waitress | 9.94 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.78 |
| 09040 - Furniture Handler | 11.16 |
| 09080 - Furniture Refinisher | 16.73 |
| 09090 - Furniture Refinisher Helper | 13.03 |
| 09110 - Furniture Repairer Minor | 14.91 |
| 09130 - Upholsterer | 16.78 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.04 |
| 11060 - Elevator Operator | 11.09 |
| 11090 - Gardener | 17.06 |
| 11122 - Housekeeping Aide | 11.09 |
| 11150 - Janitor | 11.09 |
| 11210 - Laborer Grounds Maintenance | 13.57 |
| 11240 - Maid or Houseman | 9.03 |
| 11260 - Pruner | 12.41 |
| 11270 - Tractor Operator | 15.88 |
| 11330 - Trail Maintenance Worker | 13.57 |
| 11360 - Window Cleaner | 12.13 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.65 |
| 12011 - Breath Alcohol Technician | 18.43 |
| 12012 - Certified Occupational Therapist Assistant | 25.28 |
| 12015 - Certified Physical Therapist Assistant | 29.04 |
| 12020 - Dental Assistant | 15.14 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 27.93 |
| 12035 - Electroneurodiagnostic Technologist | 27.93 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 17.65 |
| 12071 - Licensed Practical Nurse I | 16.47 |
| 12072 - Licensed Practical Nurse II | 18.43 |
| 12073 - Licensed Practical Nurse III | 20.55 |
| 12100 - Medical Assistant | 14.56 |
| 12130 - Medical Laboratory Technician | 20.45 |
| Technician | |
| 12160 - Medical Record Clerk | 15.16 |
| 12190 - Medical Record Technician | 18.11 |
| 12195 - Medical Transcriptionist | 16.47 |
| 12210 - Nuclear Medicine | 40.50 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.18 |
| 12222 - Nursing Assistant II | 12.57 |
| 12223 - Nursing Assistant III | 13.71 |
| 12224 - Nursing Assistant IV | 15.40 |
| 12235 - Optical Dispenser | 18.43 |
| 12236 - Optical Technician | 16.47 |
| 12250 - Pharmacy Technician | 15.67 |
| 12280 - Phlebotomist | 16.47 |
| 12305 - Radiologic Technologist | 23.35 |
| 12311 - Registered Nurse I | 23.58 |
| 12312 - Registered Nurse II | 28.84 |
| 12313 - Registered Nurse II | 28.84 |
| Specialist | |
| 12314 - Registered Nurse III | 34.90 |
| 12315 - Registered Nurse III | 34.90 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 41.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.83 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 21.17 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 21.39 |
| 13012 - Exhibits Specialist II | 26.49 |
| 13013 - Exhibits Specialist III | 32.41 |
| 13041 - Illustrator I | 21.39 |
| 13042 - Illustrator II | 26.49 |
| 13043 - Illustrator III | 32.41 |
| 13047 - Librarian | 29.34 |
| 13050 - Library Aide/Clerk | 17.03 |
| 13054 - Library Information | 26.49 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 19.44 |
| 13061 - Media Specialist I | 19.11 |
| 13062 - Media Specialist II | 21.39 |
| 13063 - Media Specialist III | 23.84 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 19.11 |
| 13072 - Photographer II | 21.39 |
| 13073 - Photographer III | 26.49 |
| 13074 - Photographer IV | 32.41 |
| 13075 - Photographer V | 39.21 |
| 13090 - Technical Order Library | 21.25 |
| Clerk | |
| 13110 - Video Teleconference | 19.11 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 14.36 |
| 14042 - Computer Operator II | 16.07 |
| 14043 - Computer Operator III | 17.92 |
| 14044 - Computer Operator IV | 19.91 |
| 14045 - Computer Operator V | 20.70 |
| 14071 - Computer Programmer I | (see 1) 20.24 |
| 14072 - Computer Programmer II | (see 1) 25.08 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 14.36 |
| Operator | |
| 14160 - Personal Computer Support | 19.91 |
| Technician | |
| 14170 - System Support Specialist | 30.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 26.93 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 33.98 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 37.50 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 26.93 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 30.80 |
| 15070 - Flight Instructor (Pilot) | 37.50 |
| 15080 - Graphic Artist | 24.18 |
| 15085 - Maintenance Test Pilot Fixed | 37.50 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 37.50 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 37.50 |
| Pilot | |
| 15090 - Technical Instructor | 23.32 |
| 15095 - Technical Instructor/Course | 28.53 |
| Developer | |
| 15110 - Test Proctor | 18.83 |

| | |
|--|-------|
| 15120 - Tutor | 18.83 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.65 |
| 16030 - Counter Attendant | 9.65 |
| 16040 - Dry Cleaner | 11.70 |
| 16070 - Finisher Flatwork Machine | 9.65 |
| 16090 - Presser Hand | 9.65 |
| 16110 - Presser Machine Drycleaning | 9.65 |
| 16130 - Presser Machine Shirts | 9.65 |
| 16160 - Presser Machine Wearing | 9.65 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.39 |
| 16220 - Tailor | 13.09 |
| 16250 - Washer Machine | 10.34 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.58 |
| 19040 - Tool And Die Maker | 25.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.55 |
| 21030 - Material Coordinator | 21.92 |
| 21040 - Material Expediter | 21.92 |
| 21050 - Material Handling Laborer | 11.84 |
| 21071 - Order Filler | 16.45 |
| 21080 - Production Line Worker (Food Processing) | 18.55 |
| 21110 - Shipping Packer | 16.51 |
| 21130 - Shipping/Receiving Clerk | 16.51 |
| 21140 - Store Worker I | 11.82 |
| 21150 - Stock Clerk | 15.48 |
| 21210 - Tools And Parts Attendant | 18.55 |
| 21410 - Warehouse Specialist | 18.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.02 |
| 23019 - Aircraft Logs and Records Technician | 18.19 |
| 23021 - Aircraft Mechanic I | 21.75 |
| 23022 - Aircraft Mechanic II | 23.02 |
| 23023 - Aircraft Mechanic III | 24.17 |
| 23040 - Aircraft Mechanic Helper | 15.75 |
| 23050 - Aircraft Painter | 20.58 |
| 23060 - Aircraft Servicer | 18.19 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.58 |
| 23080 - Aircraft Worker | 19.44 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.44 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 21.75 |
| 23110 - Appliance Mechanic | 20.58 |
| 23120 - Bicycle Repairer | 16.92 |
| 23125 - Cable Splicer | 29.67 |
| 23130 - Carpenter Maintenance | 18.20 |
| 23140 - Carpet Layer | 19.44 |
| 23160 - Electrician Maintenance | 18.99 |
| 23181 - Electronics Technician Maintenance I | 19.46 |
| 23182 - Electronics Technician Maintenance II | 20.76 |
| 23183 - Electronics Technician Maintenance III | 23.23 |
| 23260 - Fabric Worker | 18.19 |
| 23290 - Fire Alarm System Mechanic | 21.75 |
| 23310 - Fire Extinguisher Repairer | 16.92 |
| 23311 - Fuel Distribution System Mechanic | 21.75 |
| 23312 - Fuel Distribution System Operator | 16.92 |
| 23370 - General Maintenance Worker | 17.62 |
| 23380 - Ground Support Equipment Mechanic | 21.75 |
| 23381 - Ground Support Equipment Servicer | 18.19 |
| 23382 - Ground Support Equipment Worker | 19.44 |
| 23391 - Gunsmith I | 16.92 |
| 23392 - Gunsmith II | 19.44 |
| 23393 - Gunsmith III | 21.75 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 19.40 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 20.51 |
| 23430 - Heavy Equipment Mechanic | 22.14 |
| 23440 - Heavy Equipment Operator | 17.84 |
| 23460 - Instrument Mechanic | 21.75 |
| 23465 - Laboratory/Shelter Mechanic | 20.58 |
| 23470 - Laborer | 11.84 |
| 23510 - Locksmith | 20.58 |
| 23530 - Machinery Maintenance Mechanic | 21.16 |
| 23550 - Machinist Maintenance | 19.24 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.96 |
| 23591 - Metrology Technician I | 21.75 |
| 23592 - Metrology Technician II | 23.02 |
| 23593 - Metrology Technician III | 24.17 |
| 23640 - Millwright | 21.75 |
| 23710 - Office Appliance Repairer | 20.58 |
| 23760 - Painter Maintenance | 16.31 |
| 23790 - Pipefitter Maintenance | 21.91 |
| 23810 - Plumber Maintenance | 20.73 |
| 23820 - Pneudraulic Systems Mechanic | 21.75 |
| 23850 - Rigger | 21.75 |
| 23870 - Scale Mechanic | 19.44 |
| 23890 - Sheet-Metal Worker | 21.75 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.44 |
| 23931 - Telecommunications Mechanic | 28.53 |
| I | |
| 23932 - Telecommunications Mechanic | 29.98 |
| II | |
| 23950 - Telephone Lineman | 21.75 |
| 23960 - Welder Combination | 18.58 |
| Maintenance | |
| 23965 - Well Driller | 21.75 |
| 23970 - Woodcraft Worker | 21.75 |
| 23980 - Woodworker | 16.92 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.96 |
| 24570 - Child Care Attendant | 11.06 |
| 24580 - Child Care Center Clerk | 13.83 |
| 24610 - Chore Aide | 9.27 |
| 24620 - Family Readiness And Support | 13.96 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 15.32 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 21.75 |
| 25040 - Sewage Plant Operator | 23.05 |
| 25070 - Stationary Engineer | 21.75 |
| 25190 - Ventilation Equipment Tender | 15.75 |
| 25210 - Water Treatment Plant | 23.05 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.85 |
| 27007 - Baggage Inspector | 13.38 |
| 27008 - Corrections Officer | 18.41 |
| 27010 - Court Security Officer | 18.05 |
| 27030 - Detection Dog Handler | 15.58 |
| 27040 - Detention Officer | 18.41 |
| 27070 - Firefighter | 15.68 |

| | |
|--|---------------|
| 27101 - Guard I | 13.38 |
| 27102 - Guard II | 15.58 |
| 27131 - Police Officer I | 21.46 |
| 27132 - Police Officer II | 23.85 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.67 |
| 28042 - Carnival Equipment Repairer | 12.54 |
| 28043 - Carnival Worker | 9.12 |
| 28210 - Gate Attendant/Gate Tender | 14.23 |
| 28310 - Lifeguard | 12.68 |
| 28350 - Park Attendant (Aide) | 15.93 |
| 28510 - Recreation Aide/Health | 11.63 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 19.35 |
| 28630 - Sports Official | 12.68 |
| 28690 - Swimming Pool Operator | 19.38 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 19.44 |
| 29020 - Hatch Tender | 19.44 |
| 29030 - Line Handler | 19.44 |
| 29041 - Stevedore I | 18.19 |
| 29042 - Stevedore II | 20.58 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control | (see 2) 40.29 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control | (see 2) 27.78 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.59 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 15.68 |
| 30022 - Archeological Technician II | 17.53 |
| 30023 - Archeological Technician III | 21.72 |
| 30030 - Cartographic Technician | 21.72 |
| 30040 - Civil Engineering Technician | 20.50 |
| 30051 - Cryogenic Technician I | 23.75 |
| 30052 - Cryogenic Technician II | 26.23 |
| 30061 - Drafter/CAD Operator I | 15.68 |
| 30062 - Drafter/CAD Operator II | 17.53 |
| 30063 - Drafter/CAD Operator III | 19.55 |
| 30064 - Drafter/CAD Operator IV | 24.06 |
| 30081 - Engineering Technician I | 14.46 |
| 30082 - Engineering Technician II | 16.24 |
| 30083 - Engineering Technician III | 18.16 |
| 30084 - Engineering Technician IV | 27.52 |
| 30085 - Engineering Technician V | 33.30 |
| 30086 - Engineering Technician VI | 33.30 |
| 30090 - Environmental Technician | 21.72 |
| 30095 - Evidence Control Specialist | 19.49 |
| 30210 - Laboratory Technician | 21.00 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 23.75 |
| 30222 - Latent Fingerprint Technician II | 26.23 |
| 30240 - Mathematical Technician | 21.72 |
| 30361 - Paralegal/Legal Assistant I | 17.48 |
| 30362 - Paralegal/Legal Assistant II | 21.65 |
| 30363 - Paralegal/Legal Assistant III | 26.49 |
| 30364 - Paralegal/Legal Assistant IV | 32.05 |
| 30375 - Petroleum Supply Specialist | 23.85 |
| 30390 - Photo-Optics Technician | 23.24 |
| 30395 - Radiation Control Technician | 23.85 |
| 30461 - Technical Writer I | 19.51 |
| 30462 - Technical Writer II | 23.87 |
| 30463 - Technical Writer III | 28.88 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 24.06 |
| 30502 - Weather Forecaster II | 29.26 |
| 30620 - Weather Observer Combined (see 2) | 20.94 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 23.24 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.46 |
| 31030 - Bus Driver | 16.83 |
| 31043 - Driver Courier | 14.51 |
| 31260 - Parking and Lot Attendant | 11.40 |
| 31290 - Shuttle Bus Driver | 15.46 |
| 31310 - Taxi Driver | 14.01 |
| 31361 - Truckdriver Light | 15.46 |
| 31362 - Truckdriver Medium | 16.48 |
| 31363 - Truckdriver Heavy | 18.27 |
| 31364 - Truckdriver Tractor-Trailer | 18.27 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.98 |
| 99050 - Desk Clerk | 10.10 |
| 99095 - Embalmer | 25.60 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 14.43 |
| I | |
| 99252 - Laboratory Animal Caretaker | 15.51 |
| II | |
| 99260 - Marketing Analyst | 23.25 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 19.09 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 17.32 |
| 99711 - Recycling Specialist | 20.27 |
| 99730 - Refuse Collector | 15.84 |
| 99810 - Sales Clerk | 10.80 |
| 99820 - School Crossing Guard | 13.05 |
| 99830 - Survey Party Chief | 17.44 |
| 99831 - Surveying Aide | 12.36 |
| 99832 - Surveying Technician | 16.90 |
| 99840 - Vending Machine Attendant | 16.70 |
| 99841 - Vending Machine Repairer | 20.62 |
| 99842 - Vending Machine Repairer | 16.70 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4591

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4591
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Alabama

Area: Alabama Counties of Bibb Blount Jefferson Shelby St Clair Walker

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.69 |
| 01012 - Accounting Clerk II | | 20.01 |
| 01013 - Accounting Clerk III | | 20.98 |
| 01020 - Administrative Assistant | | 29.51 |
| 01035 - Court Reporter | | 19.71 |
| 01041 - Customer Service Representative I | | 13.90 |
| 01042 - Customer Service Representative II | | 15.17 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 17.04 |
| 01051 - Data Entry Operator I | 14.62 |
| 01052 - Data Entry Operator II | 15.95 |
| 01060 - Dispatcher Motor Vehicle | 18.97 |
| 01070 - Document Preparation Clerk | 16.60 |
| 01090 - Duplicating Machine Operator | 16.60 |
| 01111 - General Clerk I | 13.41 |
| 01112 - General Clerk II | 14.66 |
| 01113 - General Clerk III | 16.52 |
| 01120 - Housing Referral Assistant | 20.52 |
| 01141 - Messenger Courier | 12.61 |
| 01191 - Order Clerk I | 14.83 |
| 01192 - Order Clerk II | 16.18 |
| 01261 - Personnel Assistant (Employment) I | 17.24 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 25.83 |
| 01290 - Rental Clerk | 14.86 |
| 01300 - Scheduler Maintenance | 16.45 |
| 01311 - Secretary I | 16.45 |
| 01312 - Secretary II | 18.26 |
| 01313 - Secretary III | 20.52 |
| 01320 - Service Order Dispatcher | 16.95 |
| 01410 - Supply Technician | 29.51 |
| 01420 - Survey Worker | 17.92 |
| 01460 - Switchboard Operator/Receptionist | 14.12 |
| 01531 - Travel Clerk I | 16.29 |
| 01532 - Travel Clerk II | 17.40 |
| 01533 - Travel Clerk III | 18.41 |
| 01611 - Word Processor I | 15.64 |
| 01612 - Word Processor II | 17.56 |
| 01613 - Word Processor III | 19.64 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.85 |
| Fiberglass | |
| 05010 - Automotive Electrician | 20.45 |
| 05040 - Automotive Glass Installer | 19.12 |
| 05070 - Automotive Worker | 19.12 |
| 05110 - Mobile Equipment Servicer | 16.40 |
| 05130 - Motor Equipment Metal | 21.83 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 19.12 |
| 05190 - Motor Vehicle Mechanic | 21.83 |
| 05220 - Motor Vehicle Mechanic Helper | 15.04 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 17.77 |
| 05280 - Motor Vehicle Wrecker | 19.12 |
| 05310 - Painter Automotive | 20.45 |
| 05340 - Radiator Repair Specialist | 19.12 |
| 05370 - Tire Repairer | 13.24 |
| 05400 - Transmission Repair Specialist | 21.83 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.35 |
| 07041 - Cook I | 10.45 |
| 07042 - Cook II | 12.18 |
| 07070 - Dishwasher | 9.64 |
| 07130 - Food Service Worker | 10.65 |
| 07210 - Meat Cutter | 15.15 |
| 07260 - Waiter/Waitress | 9.26 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.98 |
| 09040 - Furniture Handler | 11.76 |
| 09080 - Furniture Refinisher | 19.51 |
| 09090 - Furniture Refinisher Helper | 14.36 |
| 09110 - Furniture Repairer Minor | 16.96 |
| 09130 - Upholsterer | 21.75 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.90 |
| 11060 - Elevator Operator | 11.47 |
| 11090 - Gardener | 19.24 |
| 11122 - Housekeeping Aide | 11.47 |
| 11150 - Janitor | 11.47 |
| 11210 - Laborer Grounds Maintenance | 14.47 |
| 11240 - Maid or Houseman | 10.95 |
| 11260 - Pruner | 12.94 |
| 11270 - Tractor Operator | 17.64 |
| 11330 - Trail Maintenance Worker | 14.47 |
| 11360 - Window Cleaner | 12.83 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.55 |
| 12011 - Breath Alcohol Technician | 18.91 |
| 12012 - Certified Occupational Therapist Assistant | 33.01 |
| 12015 - Certified Physical Therapist Assistant | 28.62 |
| 12020 - Dental Assistant | 17.26 |
| 12025 - Dental Hygienist | 27.46 |
| 12030 - EKG Technician | 28.21 |
| 12035 - Electroneurodiagnostic Technologist | 28.21 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 17.55 |
| 12071 - Licensed Practical Nurse I | 16.91 |
| 12072 - Licensed Practical Nurse II | 18.91 |
| 12073 - Licensed Practical Nurse III | 21.08 |
| 12100 - Medical Assistant | 14.58 |
| 12130 - Medical Laboratory Technician | 23.15 |
| Technician | |
| 12160 - Medical Record Clerk | 16.27 |
| 12190 - Medical Record Technician | 18.33 |
| 12195 - Medical Transcriptionist | 19.12 |
| 12210 - Nuclear Medicine | 32.18 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.11 |
| 12222 - Nursing Assistant II | 13.61 |
| 12223 - Nursing Assistant III | 14.85 |
| 12224 - Nursing Assistant IV | 16.68 |
| 12235 - Optical Dispenser | 17.23 |
| 12236 - Optical Technician | 16.91 |
| 12250 - Pharmacy Technician | 14.82 |
| 12280 - Phlebotomist | 15.86 |
| 12305 - Radiologic Technologist | 23.87 |
| 12311 - Registered Nurse I | 24.27 |
| 12312 - Registered Nurse II | 29.69 |
| 12313 - Registered Nurse II | 29.69 |
| Specialist | |
| 12314 - Registered Nurse III | 35.91 |
| 12315 - Registered Nurse III | 35.91 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 43.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.42 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 24.65 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 20.41 |
| 13012 - Exhibits Specialist II | 25.28 |
| 13013 - Exhibits Specialist III | 30.92 |
| 13041 - Illustrator I | 20.41 |
| 13042 - Illustrator II | 25.28 |
| 13043 - Illustrator III | 30.92 |
| 13047 - Librarian | 28.00 |
| 13050 - Library Aide/Clerk | 12.33 |
| 13054 - Library Information | 25.28 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 15.23 |
| 13061 - Media Specialist I | 18.24 |
| 13062 - Media Specialist II | 20.41 |
| 13063 - Media Specialist III | 22.74 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.61 |
| 13072 - Photographer II | 18.59 |
| 13073 - Photographer III | 23.02 |
| 13074 - Photographer IV | 28.17 |
| 13075 - Photographer V | 34.08 |
| 13090 - Technical Order Library | 15.49 |
| Clerk | |
| 13110 - Video Teleconference | 18.93 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 17.51 |
| 14042 - Computer Operator II | 19.58 |
| 14043 - Computer Operator III | 21.85 |
| 14044 - Computer Operator IV | 24.27 |
| 14045 - Computer Operator V | 26.87 |
| 14071 - Computer Programmer I | (see 1) 23.88 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 17.51 |
| Operator | |
| 14160 - Personal Computer Support | 24.27 |
| Technician | |
| 14170 - System Support Specialist | 33.23 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.29 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.23 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 39.88 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 29.28 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 38.92 |
| 15070 - Flight Instructor (Pilot) | 39.88 |
| 15080 - Graphic Artist | 22.41 |
| 15085 - Maintenance Test Pilot Fixed | 39.88 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 39.88 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 39.88 |
| Pilot | |
| 15090 - Technical Instructor | 26.42 |
| 15095 - Technical Instructor/Course | 32.32 |
| Developer | |
| 15110 - Test Proctor | 21.33 |

| | |
|--|-------|
| 15120 - Tutor | 21.33 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.93 |
| 16030 - Counter Attendant | 9.93 |
| 16040 - Dry Cleaner | 11.88 |
| 16070 - Finisher Flatwork Machine | 9.93 |
| 16090 - Presser Hand | 9.93 |
| 16110 - Presser Machine Drycleaning | 9.93 |
| 16130 - Presser Machine Shirts | 9.93 |
| 16160 - Presser Machine Wearing | 9.93 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.54 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer Machine | 10.72 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.94 |
| 19040 - Tool And Die Maker | 26.63 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.91 |
| 21030 - Material Coordinator | 25.81 |
| 21040 - Material Expediter | 25.81 |
| 21050 - Material Handling Laborer | 13.50 |
| 21071 - Order Filler | 12.82 |
| 21080 - Production Line Worker (Food Processing) | 16.91 |
| 21110 - Shipping Packer | 16.37 |
| 21130 - Shipping/Receiving Clerk | 16.37 |
| 21140 - Store Worker I | 11.36 |
| 21150 - Stock Clerk | 16.02 |
| 21210 - Tools And Parts Attendant | 16.91 |
| 21410 - Warehouse Specialist | 16.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.71 |
| 23019 - Aircraft Logs and Records Technician | 22.73 |
| 23021 - Aircraft Mechanic I | 27.93 |
| 23022 - Aircraft Mechanic II | 29.71 |
| 23023 - Aircraft Mechanic III | 31.50 |
| 23040 - Aircraft Mechanic Helper | 19.24 |
| 23050 - Aircraft Painter | 26.16 |
| 23060 - Aircraft Servicer | 22.73 |
| 23070 - Aircraft Survival Flight Equipment Technician | 26.16 |
| 23080 - Aircraft Worker | 24.46 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 24.46 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 27.93 |
| 23110 - Appliance Mechanic | 21.78 |
| 23120 - Bicycle Repairer | 17.74 |
| 23125 - Cable Splicer | 39.50 |
| 23130 - Carpenter Maintenance | 20.91 |
| 23140 - Carpet Layer | 20.34 |
| 23160 - Electrician Maintenance | 22.75 |
| 23181 - Electronics Technician Maintenance I | 23.04 |
| 23182 - Electronics Technician Maintenance II | 24.64 |
| 23183 - Electronics Technician Maintenance III | 26.31 |
| 23260 - Fabric Worker | 19.22 |
| 23290 - Fire Alarm System Mechanic | 22.60 |
| 23310 - Fire Extinguisher Repairer | 17.74 |
| 23311 - Fuel Distribution System Mechanic | 24.27 |
| 23312 - Fuel Distribution System Operator | 18.24 |
| 23370 - General Maintenance Worker | 18.87 |
| 23380 - Ground Support Equipment Mechanic | 27.93 |
| 23381 - Ground Support Equipment Servicer | 22.73 |
| 23382 - Ground Support Equipment Worker | 24.46 |
| 23391 - Gunsmith I | 17.74 |
| 23392 - Gunsmith II | 20.68 |
| 23393 - Gunsmith III | 23.61 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 21.20 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.55 |
| 23430 - Heavy Equipment Mechanic | 27.20 |
| 23440 - Heavy Equipment Operator | 20.92 |
| 23460 - Instrument Mechanic | 26.36 |
| 23465 - Laboratory/Shelter Mechanic | 22.12 |
| 23470 - Laborer | 13.50 |
| 23510 - Locksmith | 21.73 |
| 23530 - Machinery Maintenance Mechanic | 23.54 |
| 23550 - Machinist Maintenance | 21.24 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 15.15 |
| 23591 - Metrology Technician I | 26.36 |
| 23592 - Metrology Technician II | 26.04 |
| 23593 - Metrology Technician III | 27.57 |
| 23640 - Millwright | 26.26 |
| 23710 - Office Appliance Repairer | 23.33 |
| 23760 - Painter Maintenance | 18.20 |
| 23790 - Pipefitter Maintenance | 23.38 |
| 23810 - Plumber Maintenance | 21.90 |
| 23820 - Pneudraulic Systems Mechanic | 23.61 |
| 23850 - Rigger | 23.60 |
| 23870 - Scale Mechanic | 20.68 |
| 23890 - Sheet-Metal Worker | 21.42 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.95 |
| 23931 - Telecommunications Mechanic | 31.16 |
| I | |
| 23932 - Telecommunications Mechanic | 33.15 |
| II | |
| 23950 - Telephone Lineman | 22.82 |
| 23960 - Welder Combination | 19.53 |
| Maintenance | |
| 23965 - Well Driller | 21.66 |
| 23970 - Woodcraft Worker | 23.61 |
| 23980 - Woodworker | 17.74 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.26 |
| 24570 - Child Care Attendant | 10.65 |
| 24580 - Child Care Center Clerk | 15.30 |
| 24610 - Chore Aide | 10.14 |
| 24620 - Family Readiness And Support | 16.26 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 19.50 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 22.46 |
| 25040 - Sewage Plant Operator | 21.85 |
| 25070 - Stationary Engineer | 22.46 |
| 25190 - Ventilation Equipment Tender | 15.43 |
| 25210 - Water Treatment Plant | 21.85 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.89 |
| 27007 - Baggage Inspector | 11.95 |
| 27008 - Corrections Officer | 22.07 |
| 27010 - Court Security Officer | 21.30 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 22.07 |
| 27070 - Firefighter | 23.09 |

| | |
|--|-------|
| 27101 - Guard I | 11.95 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 23.34 |
| 27132 - Police Officer II | 25.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.70 |
| 28042 - Carnival Equipment Repairer | 14.94 |
| 28043 - Carnival Worker | 10.04 |
| 28210 - Gate Attendant/Gate Tender | 14.49 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 16.20 |
| 28510 - Recreation Aide/Health | 11.82 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 20.07 |
| 28630 - Sports Official | 12.90 |
| 28690 - Swimming Pool Operator | 17.41 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 22.78 |
| 29020 - Hatch Tender | 22.78 |
| 29030 - Line Handler | 22.78 |
| 29041 - Stevedore I | 21.18 |
| 29042 - Stevedore II | 24.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.39 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.86 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.67 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 19.61 |
| 30022 - Archeological Technician II | 21.93 |
| 30023 - Archeological Technician III | 27.17 |
| 30030 - Cartographic Technician | 27.17 |
| 30040 - Civil Engineering Technician | 23.17 |
| 30051 - Cryogenic Technician I | 30.09 |
| 30052 - Cryogenic Technician II | 33.24 |
| 30061 - Drafter/CAD Operator I | 19.61 |
| 30062 - Drafter/CAD Operator II | 21.93 |
| 30063 - Drafter/CAD Operator III | 24.45 |
| 30064 - Drafter/CAD Operator IV | 30.09 |
| 30081 - Engineering Technician I | 15.87 |
| 30082 - Engineering Technician II | 17.82 |
| 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 | 29.45 |
| 30095 - Evidence Control Specialist | 27.17 |
| 30210 - Laboratory Technician | 23.88 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 25.65 |
| 30222 - Latent Fingerprint Technician II | 28.33 |
| 30240 - Mathematical Technician | 27.58 |
| 30361 - Paralegal/Legal Assistant I | 20.40 |
| 30362 - Paralegal/Legal Assistant II | 25.27 |
| 30363 - Paralegal/Legal Assistant III | 30.91 |
| 30364 - Paralegal/Legal Assistant IV | 37.41 |
| 30375 - Petroleum Supply Specialist | 33.24 |
| 30390 - Photo-Optics Technician | 27.17 |
| 30395 - Radiation Control Technician | 33.24 |
| 30461 - Technical Writer I | 23.32 |
| 30462 - Technical Writer II | 28.53 |
| 30463 - Technical Writer III | 34.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.67 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.23 |
| 30494 - Unexploded (UXO) Safety Escort | 25.67 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.67 |
| 30501 - Weather Forecaster I | 30.09 |
| 30502 - Weather Forecaster II | 36.61 |
| 30620 - Weather Observer Combined (see 2) | 24.45 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 27.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.06 |
| 31020 - Bus Aide | 11.36 |
| 31030 - Bus Driver | 16.24 |
| 31043 - Driver Courier | 14.18 |
| 31260 - Parking and Lot Attendant | 10.36 |
| 31290 - Shuttle Bus Driver | 14.79 |
| 31310 - Taxi Driver | 12.08 |
| 31361 - Truckdriver Light | 15.13 |
| 31362 - Truckdriver Medium | 18.35 |
| 31363 - Truckdriver Heavy | 22.96 |
| 31364 - Truckdriver Tractor-Trailer | 22.96 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.14 |
| 99030 - Cashier | 10.51 |
| 99050 - Desk Clerk | 10.95 |
| 99095 - Embalmer | 22.46 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.67 |
| 99251 - Laboratory Animal Caretaker | 15.93 |
| I | |
| 99252 - Laboratory Animal Caretaker | 17.47 |
| II | |
| 99260 - Marketing Analyst | 28.59 |
| 99310 - Mortician | 22.46 |
| 99410 - Pest Controller | 17.04 |
| 99510 - Photofinishing Worker | 14.08 |
| 99710 - Recycling Laborer | 18.71 |
| 99711 - Recycling Specialist | 22.83 |
| 99730 - Refuse Collector | 16.73 |
| 99810 - Sales Clerk | 12.40 |
| 99820 - School Crossing Guard | 12.01 |
| 99830 - Survey Party Chief | 27.59 |
| 99831 - Surveying Aide | 16.76 |
| 99832 - Surveying Technician | 23.01 |
| 99840 - Vending Machine Attendant | 15.10 |
| 99841 - Vending Machine Repairer | 19.19 |
| 99842 - Vending Machine Repairer | 15.10 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4593

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4593
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Alabama

Area: Alabama County of Chilton

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.05 |
| 01012 - Accounting Clerk II | | 16.89 |
| 01013 - Accounting Clerk III | | 18.90 |
| 01020 - Administrative Assistant | | 29.51 |
| 01035 - Court Reporter | | 21.64 |
| 01041 - Customer Service Representative I | | 13.90 |
| 01042 - Customer Service Representative II | | 15.17 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 17.04 |
| 01051 - Data Entry Operator I | 14.62 |
| 01052 - Data Entry Operator II | 15.95 |
| 01060 - Dispatcher Motor Vehicle | 18.04 |
| 01070 - Document Preparation Clerk | 15.68 |
| 01090 - Duplicating Machine Operator | 15.68 |
| 01111 - General Clerk I | 12.51 |
| 01112 - General Clerk II | 13.65 |
| 01113 - General Clerk III | 15.32 |
| 01120 - Housing Referral Assistant | 20.22 |
| 01141 - Messenger Courier | 12.27 |
| 01191 - Order Clerk I | 14.83 |
| 01192 - Order Clerk II | 16.18 |
| 01261 - Personnel Assistant (Employment) I | 16.90 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 25.83 |
| 01290 - Rental Clerk | 12.88 |
| 01300 - Scheduler Maintenance | 16.22 |
| 01311 - Secretary I | 16.22 |
| 01312 - Secretary II | 18.14 |
| 01313 - Secretary III | 20.22 |
| 01320 - Service Order Dispatcher | 16.40 |
| 01410 - Supply Technician | 29.51 |
| 01420 - Survey Worker | 15.86 |
| 01460 - Switchboard Operator/Receptionist | 14.12 |
| 01531 - Travel Clerk I | 17.02 |
| 01532 - Travel Clerk II | 18.15 |
| 01533 - Travel Clerk III | 19.14 |
| 01611 - Word Processor I | 15.64 |
| 01612 - Word Processor II | 17.56 |
| 01613 - Word Processor III | 19.64 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.85 |
| Fiberglass | |
| 05010 - Automotive Electrician | 20.45 |
| 05040 - Automotive Glass Installer | 19.12 |
| 05070 - Automotive Worker | 19.12 |
| 05110 - Mobile Equipment Servicer | 16.40 |
| 05130 - Motor Equipment Metal | 21.83 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 19.12 |
| 05190 - Motor Vehicle Mechanic | 21.83 |
| 05220 - Motor Vehicle Mechanic Helper | 15.04 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 17.77 |
| 05280 - Motor Vehicle Wrecker | 19.12 |
| 05310 - Painter Automotive | 20.45 |
| 05340 - Radiator Repair Specialist | 19.12 |
| 05370 - Tire Repairer | 13.24 |
| 05400 - Transmission Repair Specialist | 21.83 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.41 |
| 07041 - Cook I | 10.45 |
| 07042 - Cook II | 12.18 |
| 07070 - Dishwasher | 9.64 |
| 07130 - Food Service Worker | 10.65 |
| 07210 - Meat Cutter | 15.15 |
| 07260 - Waiter/Waitress | 9.52 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.78 |
| 09040 - Furniture Handler | 11.76 |
| 09080 - Furniture Refinisher | 19.51 |
| 09090 - Furniture Refinisher Helper | 14.36 |
| 09110 - Furniture Repairer Minor | 16.95 |
| 09130 - Upholsterer | 20.48 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.90 |
| 11060 - Elevator Operator | 11.47 |
| 11090 - Gardener | 19.24 |
| 11122 - Housekeeping Aide | 11.47 |
| 11150 - Janitor | 11.47 |
| 11210 - Laborer Grounds Maintenance | 14.47 |
| 11240 - Maid or Houseman | 10.95 |
| 11260 - Pruner | 12.94 |
| 11270 - Tractor Operator | 17.64 |
| 11330 - Trail Maintenance Worker | 14.47 |
| 11360 - Window Cleaner | 12.83 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.62 |
| 12011 - Breath Alcohol Technician | 18.91 |
| 12012 - Certified Occupational Therapist Assistant | 32.99 |
| 12015 - Certified Physical Therapist Assistant | 28.62 |
| 12020 - Dental Assistant | 17.26 |
| 12025 - Dental Hygienist | 30.67 |
| 12030 - EKG Technician | 28.21 |
| 12035 - Electroneurodiagnostic Technologist | 28.21 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 16.62 |
| 12071 - Licensed Practical Nurse I | 16.91 |
| 12072 - Licensed Practical Nurse II | 18.91 |
| 12073 - Licensed Practical Nurse III | 21.08 |
| 12100 - Medical Assistant | 14.58 |
| 12130 - Medical Laboratory Technician | 23.15 |
| Technician | |
| 12160 - Medical Record Clerk | 16.27 |
| 12190 - Medical Record Technician | 18.33 |
| 12195 - Medical Transcriptionist | 18.99 |
| 12210 - Nuclear Medicine | 32.18 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.11 |
| 12222 - Nursing Assistant II | 13.61 |
| 12223 - Nursing Assistant III | 14.85 |
| 12224 - Nursing Assistant IV | 16.68 |
| 12235 - Optical Dispenser | 17.23 |
| 12236 - Optical Technician | 16.91 |
| 12250 - Pharmacy Technician | 14.82 |
| 12280 - Phlebotomist | 15.86 |
| 12305 - Radiologic Technologist | 23.45 |
| 12311 - Registered Nurse I | 24.05 |
| 12312 - Registered Nurse II | 29.43 |
| 12313 - Registered Nurse II | 29.43 |
| Specialist | |
| 12314 - Registered Nurse III | 35.61 |
| 12315 - Registered Nurse III | 35.61 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 42.68 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.42 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 24.65 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 20.41 |
| 13012 - Exhibits Specialist II | 25.28 |
| 13013 - Exhibits Specialist III | 30.92 |
| 13041 - Illustrator I | 20.41 |
| 13042 - Illustrator II | 25.28 |
| 13043 - Illustrator III | 30.92 |
| 13047 - Librarian | 28.00 |
| 13050 - Library Aide/Clerk | 12.33 |
| 13054 - Library Information | 25.28 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 15.41 |
| 13061 - Media Specialist I | 18.24 |
| 13062 - Media Specialist II | 20.41 |
| 13063 - Media Specialist III | 22.74 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.61 |
| 13072 - Photographer II | 18.59 |
| 13073 - Photographer III | 22.81 |
| 13074 - Photographer IV | 27.90 |
| 13075 - Photographer V | 33.76 |
| 13090 - Technical Order Library | 15.49 |
| Clerk | |
| 13110 - Video Teleconference | 18.93 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 17.16 |
| 14042 - Computer Operator II | 19.20 |
| 14043 - Computer Operator III | 21.41 |
| 14044 - Computer Operator IV | 23.78 |
| 14045 - Computer Operator V | 26.33 |
| 14071 - Computer Programmer I | (see 1) 23.88 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 17.16 |
| Operator | |
| 14160 - Personal Computer Support | 23.98 |
| Technician | |
| 14170 - System Support Specialist | 33.23 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.18 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.10 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 40.44 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 28.18 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 40.12 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 21.37 |
| 15085 - Maintenance Test Pilot Fixed | 39.88 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 39.88 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 39.88 |
| Pilot | |
| 15090 - Technical Instructor | 26.42 |
| 15095 - Technical Instructor/Course | 32.32 |
| Developer | |
| 15110 - Test Proctor | 21.33 |

| | |
|--|-------|
| 15120 - Tutor | 21.33 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.93 |
| 16030 - Counter Attendant | 9.93 |
| 16040 - Dry Cleaner | 11.88 |
| 16070 - Finisher Flatwork Machine | 9.93 |
| 16090 - Presser Hand | 9.93 |
| 16110 - Presser Machine Drycleaning | 9.93 |
| 16130 - Presser Machine Shirts | 9.93 |
| 16160 - Presser Machine Wearing | 9.93 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.54 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer Machine | 10.59 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.94 |
| 19040 - Tool And Die Maker | 26.63 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.91 |
| 21030 - Material Coordinator | 25.56 |
| 21040 - Material Expediter | 25.56 |
| 21050 - Material Handling Laborer | 13.50 |
| 21071 - Order Filler | 13.18 |
| 21080 - Production Line Worker (Food Processing) | 16.91 |
| 21110 - Shipping Packer | 16.37 |
| 21130 - Shipping/Receiving Clerk | 16.37 |
| 21140 - Store Worker I | 12.34 |
| 21150 - Stock Clerk | 16.02 |
| 21210 - Tools And Parts Attendant | 16.91 |
| 21410 - Warehouse Specialist | 16.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.71 |
| 23019 - Aircraft Logs and Records Technician | 22.73 |
| 23021 - Aircraft Mechanic I | 27.93 |
| 23022 - Aircraft Mechanic II | 29.71 |
| 23023 - Aircraft Mechanic III | 31.50 |
| 23040 - Aircraft Mechanic Helper | 19.24 |
| 23050 - Aircraft Painter | 26.16 |
| 23060 - Aircraft Servicer | 22.73 |
| 23070 - Aircraft Survival Flight Equipment Technician | 26.16 |
| 23080 - Aircraft Worker | 24.46 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 24.46 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 27.93 |
| 23110 - Appliance Mechanic | 20.98 |
| 23120 - Bicycle Repairer | 17.74 |
| 23125 - Cable Splicer | 39.50 |
| 23130 - Carpenter Maintenance | 20.91 |
| 23140 - Carpet Layer | 20.34 |
| 23160 - Electrician Maintenance | 22.75 |
| 23181 - Electronics Technician Maintenance I | 23.04 |
| 23182 - Electronics Technician Maintenance II | 24.64 |
| 23183 - Electronics Technician Maintenance III | 26.31 |
| 23260 - Fabric Worker | 19.22 |
| 23290 - Fire Alarm System Mechanic | 21.97 |
| 23310 - Fire Extinguisher Repairer | 17.74 |
| 23311 - Fuel Distribution System Mechanic | 24.27 |
| 23312 - Fuel Distribution System Operator | 18.24 |
| 23370 - General Maintenance Worker | 18.87 |
| 23380 - Ground Support Equipment Mechanic | 27.93 |
| 23381 - Ground Support Equipment Servicer | 22.73 |
| 23382 - Ground Support Equipment Worker | 24.46 |
| 23391 - Gunsmith I | 17.74 |
| 23392 - Gunsmith II | 20.68 |
| 23393 - Gunsmith III | 23.61 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 21.20 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.55 |
| 23430 - Heavy Equipment Mechanic | 27.20 |
| 23440 - Heavy Equipment Operator | 20.92 |
| 23460 - Instrument Mechanic | 23.61 |
| 23465 - Laboratory/Shelter Mechanic | 22.12 |
| 23470 - Laborer | 13.50 |
| 23510 - Locksmith | 20.98 |
| 23530 - Machinery Maintenance Mechanic | 23.54 |
| 23550 - Machinist Maintenance | 21.24 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 15.15 |
| 23591 - Metrology Technician I | 23.61 |
| 23592 - Metrology Technician II | 25.12 |
| 23593 - Metrology Technician III | 26.63 |
| 23640 - Millwright | 26.26 |
| 23710 - Office Appliance Repairer | 22.41 |
| 23760 - Painter Maintenance | 18.20 |
| 23790 - Pipefitter Maintenance | 23.38 |
| 23810 - Plumber Maintenance | 21.90 |
| 23820 - Pneudraulic Systems Mechanic | 23.61 |
| 23850 - Rigger | 23.60 |
| 23870 - Scale Mechanic | 20.68 |
| 23890 - Sheet-Metal Worker | 21.42 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.95 |
| 23931 - Telecommunications Mechanic | 31.16 |
| I | |
| 23932 - Telecommunications Mechanic | 33.15 |
| II | |
| 23950 - Telephone Lineman | 21.37 |
| 23960 - Welder Combination | 19.53 |
| Maintenance | |
| 23965 - Well Driller | 19.97 |
| 23970 - Woodcraft Worker | 23.61 |
| 23980 - Woodworker | 17.74 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.70 |
| 24570 - Child Care Attendant | 10.31 |
| 24580 - Child Care Center Clerk | 13.33 |
| 24610 - Chore Aide | 10.14 |
| 24620 - Family Readiness And Support | 15.70 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 16.50 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 22.39 |
| 25040 - Sewage Plant Operator | 21.85 |
| 25070 - Stationary Engineer | 22.39 |
| 25190 - Ventilation Equipment Tender | 15.43 |
| 25210 - Water Treatment Plant | 21.85 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.89 |
| 27007 - Baggage Inspector | 11.92 |
| 27008 - Corrections Officer | 22.07 |
| 27010 - Court Security Officer | 21.30 |
| 27030 - Detection Dog Handler | 13.41 |
| 27040 - Detention Officer | 22.07 |
| 27070 - Firefighter | 23.09 |

| | |
|--|---------------|
| 27101 - Guard I | 11.92 |
| 27102 - Guard II | 13.41 |
| 27131 - Police Officer I | 23.34 |
| 27132 - Police Officer II | 25.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.70 |
| 28042 - Carnival Equipment Repairer | 14.94 |
| 28043 - Carnival Worker | 10.04 |
| 28210 - Gate Attendant/Gate Tender | 14.49 |
| 28310 - Lifeguard | 11.40 |
| 28350 - Park Attendant (Aide) | 16.20 |
| 28510 - Recreation Aide/Health | 11.82 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 20.07 |
| 28630 - Sports Official | 12.90 |
| 28690 - Swimming Pool Operator | 17.41 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 22.78 |
| 29020 - Hatch Tender | 22.78 |
| 29030 - Line Handler | 22.78 |
| 29041 - Stevedore I | 21.18 |
| 29042 - Stevedore II | 24.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control | (see 2) 40.39 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control | (see 2) 27.86 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.67 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 19.61 |
| 30022 - Archeological Technician II | 21.93 |
| 30023 - Archeological Technician III | 27.17 |
| 30030 - Cartographic Technician | 27.17 |
| 30040 - Civil Engineering Technician | 23.17 |
| 30051 - Cryogenic Technician I | 30.09 |
| 30052 - Cryogenic Technician II | 33.24 |
| 30061 - Drafter/CAD Operator I | 19.61 |
| 30062 - Drafter/CAD Operator II | 21.93 |
| 30063 - Drafter/CAD Operator III | 24.45 |
| 30064 - Drafter/CAD Operator IV | 30.09 |
| 30081 - Engineering Technician I | 15.87 |
| 30082 - Engineering Technician II | 17.82 |
| 30083 - Engineering Technician III | 20.74 |
| 30084 - Engineering Technician IV | 24.69 |
| 30085 - Engineering Technician V | 30.21 |
| 30086 - Engineering Technician VI | 36.55 |
| 30090 - Environmental Technician | 29.45 |
| 30095 - Evidence Control Specialist | 27.17 |
| 30210 - Laboratory Technician | 23.88 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 25.65 |
| 30222 - Latent Fingerprint Technician II | 28.33 |
| 30240 - Mathematical Technician | 27.58 |
| 30361 - Paralegal/Legal Assistant I | 20.40 |
| 30362 - Paralegal/Legal Assistant II | 25.27 |
| 30363 - Paralegal/Legal Assistant III | 30.91 |
| 30364 - Paralegal/Legal Assistant IV | 37.41 |
| 30375 - Petroleum Supply Specialist | 33.24 |
| 30390 - Photo-Optics Technician | 27.17 |
| 30395 - Radiation Control Technician | 33.24 |
| 30461 - Technical Writer I | 23.32 |
| 30462 - Technical Writer II | 28.53 |
| 30463 - Technical Writer III | 34.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.67 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.23 |
| 30494 - Unexploded (UXO) Safety Escort | 25.67 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.67 |
| 30501 - Weather Forecaster I | 30.09 |
| 30502 - Weather Forecaster II | 36.61 |
| 30620 - Weather Observer Combined (see 2) | 24.45 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 27.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.06 |
| 31020 - Bus Aide | 11.78 |
| 31030 - Bus Driver | 15.41 |
| 31043 - Driver Courier | 13.87 |
| 31260 - Parking and Lot Attendant | 10.36 |
| 31290 - Shuttle Bus Driver | 14.26 |
| 31310 - Taxi Driver | 12.08 |
| 31361 - Truckdriver Light | 15.13 |
| 31362 - Truckdriver Medium | 16.39 |
| 31363 - Truckdriver Heavy | 22.96 |
| 31364 - Truckdriver Tractor-Trailer | 22.96 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.14 |
| 99030 - Cashier | 10.48 |
| 99050 - Desk Clerk | 10.95 |
| 99095 - Embalmer | 24.48 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.67 |
| 99251 - Laboratory Animal Caretaker | 12.78 |
| I | |
| 99252 - Laboratory Animal Caretaker | 13.52 |
| II | |
| 99260 - Marketing Analyst | 28.59 |
| 99310 - Mortician | 24.48 |
| 99410 - Pest Controller | 16.48 |
| 99510 - Photofinishing Worker | 13.49 |
| 99710 - Recycling Laborer | 18.71 |
| 99711 - Recycling Specialist | 22.83 |
| 99730 - Refuse Collector | 16.73 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 12.01 |
| 99830 - Survey Party Chief | 24.08 |
| 99831 - Surveying Aide | 16.02 |
| 99832 - Surveying Technician | 21.90 |
| 99840 - Vending Machine Attendant | 15.10 |
| 99841 - Vending Machine Repairer | 19.19 |
| 99842 - Vending Machine Repairer | 15.10 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4595

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4595
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Alabama

Area: Alabama Counties of Lawrence Morgan

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.35 |
| 01012 - Accounting Clerk II | | 17.23 |
| 01013 - Accounting Clerk III | | 19.27 |
| 01020 - Administrative Assistant | | 29.63 |
| 01035 - Court Reporter | | 18.25 |
| 01041 - Customer Service Representative I | | 13.35 |
| 01042 - Customer Service Representative II | | 14.88 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 16.38 |
| 01051 - Data Entry Operator I | 12.84 |
| 01052 - Data Entry Operator II | 14.01 |
| 01060 - Dispatcher Motor Vehicle | 23.49 |
| 01070 - Document Preparation Clerk | 14.53 |
| 01090 - Duplicating Machine Operator | 14.53 |
| 01111 - General Clerk I | 11.36 |
| 01112 - General Clerk II | 12.39 |
| 01113 - General Clerk III | 13.92 |
| 01120 - Housing Referral Assistant | 20.34 |
| 01141 - Messenger Courier | 11.84 |
| 01191 - Order Clerk I | 13.32 |
| 01192 - Order Clerk II | 15.27 |
| 01261 - Personnel Assistant (Employment) I | 17.12 |
| 01262 - Personnel Assistant (Employment) II | 19.15 |
| 01263 - Personnel Assistant (Employment) III | 21.35 |
| 01270 - Production Control Clerk | 28.77 |
| 01290 - Rental Clerk | 12.97 |
| 01300 - Scheduler Maintenance | 16.31 |
| 01311 - Secretary I | 16.31 |
| 01312 - Secretary II | 18.25 |
| 01313 - Secretary III | 20.34 |
| 01320 - Service Order Dispatcher | 21.01 |
| 01410 - Supply Technician | 29.63 |
| 01420 - Survey Worker | 17.16 |
| 01460 - Switchboard Operator/Receptionist | 12.55 |
| 01531 - Travel Clerk I | 12.22 |
| 01532 - Travel Clerk II | 12.99 |
| 01533 - Travel Clerk III | 13.78 |
| 01611 - Word Processor I | 14.53 |
| 01612 - Word Processor II | 16.31 |
| 01613 - Word Processor III | 18.25 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 22.17 |
| Fiberglass | |
| 05010 - Automotive Electrician | 18.61 |
| 05040 - Automotive Glass Installer | 17.74 |
| 05070 - Automotive Worker | 17.74 |
| 05110 - Mobile Equipment Servicer | 16.08 |
| 05130 - Motor Equipment Metal | 19.47 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.74 |
| 05190 - Motor Vehicle Mechanic | 19.38 |
| 05220 - Motor Vehicle Mechanic Helper | 14.88 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 16.93 |
| 05280 - Motor Vehicle Wrecker | 17.74 |
| 05310 - Painter Automotive | 18.52 |
| 05340 - Radiator Repair Specialist | 17.74 |
| 05370 - Tire Repairer | 14.85 |
| 05400 - Transmission Repair Specialist | 19.47 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.47 |
| 07041 - Cook I | 9.43 |
| 07042 - Cook II | 10.45 |
| 07070 - Dishwasher | 9.34 |
| 07130 - Food Service Worker | 9.47 |
| 07210 - Meat Cutter | 15.05 |
| 07260 - Waiter/Waitress | 8.89 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.95 |
| 09040 - Furniture Handler | 15.00 |
| 09080 - Furniture Refinisher | 19.95 |
| 09090 - Furniture Refinisher Helper | 17.44 |
| 09110 - Furniture Repairer Minor | 19.34 |
| 09130 - Upholsterer | 19.95 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.09 |
| 11060 - Elevator Operator | 13.09 |
| 11090 - Gardener | 17.67 |
| 11122 - Housekeeping Aide | 11.41 |
| 11150 - Janitor | 11.41 |
| 11210 - Laborer Grounds Maintenance | 14.22 |
| 11240 - Maid or Houseman | 9.22 |
| 11260 - Pruner | 12.85 |
| 11270 - Tractor Operator | 16.55 |
| 11330 - Trail Maintenance Worker | 14.22 |
| 11360 - Window Cleaner | 12.62 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.58 |
| 12011 - Breath Alcohol Technician | 17.80 |
| 12012 - Certified Occupational Therapist Assistant | 24.42 |
| 12015 - Certified Physical Therapist Assistant | 29.61 |
| 12020 - Dental Assistant | 17.38 |
| 12025 - Dental Hygienist | 24.32 |
| 12030 - EKG Technician | 26.97 |
| 12035 - Electroneurodiagnostic Technologist | 26.97 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 17.58 |
| 12071 - Licensed Practical Nurse I | 15.92 |
| 12072 - Licensed Practical Nurse II | 17.80 |
| 12073 - Licensed Practical Nurse III | 19.84 |
| 12100 - Medical Assistant | 13.52 |
| 12130 - Medical Laboratory Technician | 18.71 |
| Technician | |
| 12160 - Medical Record Clerk | 14.45 |
| 12190 - Medical Record Technician | 16.16 |
| 12195 - Medical Transcriptionist | 15.92 |
| 12210 - Nuclear Medicine Technologist | 39.12 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.50 |
| 12222 - Nursing Assistant II | 12.94 |
| 12223 - Nursing Assistant III | 14.12 |
| 12224 - Nursing Assistant IV | 15.84 |
| 12235 - Optical Dispenser | 17.80 |
| 12236 - Optical Technician | 15.92 |
| 12250 - Pharmacy Technician | 14.48 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 26.35 |
| 12311 - Registered Nurse I | 24.60 |
| 12312 - Registered Nurse II | 30.10 |
| 12313 - Registered Nurse II | 30.10 |
| Specialist | |
| 12314 - Registered Nurse III | 36.41 |
| 12315 - Registered Nurse III | 36.41 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 43.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.05 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 21.75 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 20.97 |
| 13012 - Exhibits Specialist II | 25.97 |
| 13013 - Exhibits Specialist III | 31.77 |
| 13041 - Illustrator I | 20.97 |
| 13042 - Illustrator II | 25.97 |
| 13043 - Illustrator III | 31.77 |
| 13047 - Librarian | 28.76 |
| 13050 - Library Aide/Clerk | 16.70 |
| 13054 - Library Information Technology Systems Administrator | 25.97 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 20.97 |
| 13061 - Media Specialist I | 18.75 |
| 13062 - Media Specialist II | 20.97 |
| 13063 - Media Specialist III | 23.37 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 18.75 |
| 13072 - Photographer II | 20.97 |
| 13073 - Photographer III | 25.97 |
| 13074 - Photographer IV | 31.77 |
| 13075 - Photographer V | 38.44 |
| 13090 - Technical Order Library | 17.34 |
| Clerk | |
| 13110 - Video Teleconference | 18.75 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.55 |
| 14042 - Computer Operator II | 19.13 |
| 14043 - Computer Operator III | 20.49 |
| 14044 - Computer Operator IV | 26.16 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | (see 1) 25.00 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.55 |
| Operator | |
| 14160 - Personal Computer Support | 26.16 |
| Technician | |
| 14170 - System Support Specialist | 27.62 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 31.33 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 37.90 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 44.48 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 31.33 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 31.33 |
| 15070 - Flight Instructor (Pilot) | 44.48 |
| 15080 - Graphic Artist | 35.44 |
| 15085 - Maintenance Test Pilot Fixed | 45.43 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 45.43 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 45.43 |
| Pilot | |
| 15090 - Technical Instructor | 33.51 |
| 15095 - Technical Instructor/Course | 40.94 |
| Developer | |
| 15110 - Test Proctor | 30.42 |

| | |
|--|-------|
| 15120 - Tutor | 30.42 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.66 |
| 16030 - Counter Attendant | 9.66 |
| 16040 - Dry Cleaner | 12.13 |
| 16070 - Finisher Flatwork Machine | 9.66 |
| 16090 - Presser Hand | 9.66 |
| 16110 - Presser Machine Drycleaning | 9.66 |
| 16130 - Presser Machine Shirts | 9.66 |
| 16160 - Presser Machine Wearing | 9.66 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.82 |
| 16220 - Tailor | 13.51 |
| 16250 - Washer Machine | 10.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.44 |
| 19040 - Tool And Die Maker | 29.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.30 |
| 21030 - Material Coordinator | 28.77 |
| 21040 - Material Expediter | 28.77 |
| 21050 - Material Handling Laborer | 11.71 |
| 21071 - Order Filler | 12.23 |
| 21080 - Production Line Worker (Food Processing) | 16.30 |
| 21110 - Shipping Packer | 15.71 |
| 21130 - Shipping/Receiving Clerk | 15.71 |
| 21140 - Store Worker I | 13.73 |
| 21150 - Stock Clerk | 18.59 |
| 21210 - Tools And Parts Attendant | 16.30 |
| 21410 - Warehouse Specialist | 16.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.03 |
| 23019 - Aircraft Logs and Records | 19.86 |
| Technician | |
| 23021 - Aircraft Mechanic I | 23.04 |
| 23022 - Aircraft Mechanic II | 24.03 |
| 23023 - Aircraft Mechanic III | 24.98 |
| 23040 - Aircraft Mechanic Helper | 17.69 |
| 23050 - Aircraft Painter | 22.02 |
| 23060 - Aircraft Servicer | 19.86 |
| 23070 - Aircraft Survival Flight | 22.02 |
| Equipment Technician | |
| 23080 - Aircraft Worker | 20.87 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 20.87 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 23.04 |
| 23110 - Appliance Mechanic | 22.02 |
| 23120 - Bicycle Repairer | 18.89 |
| 23125 - Cable Splicer | 25.36 |
| 23130 - Carpenter Maintenance | 20.02 |
| 23140 - Carpet Layer | 20.87 |
| 23160 - Electrician Maintenance | 23.21 |
| 23181 - Electronics Technician Maintenance I | 28.46 |
| 23182 - Electronics Technician Maintenance II | 31.71 |
| 23183 - Electronics Technician Maintenance III | 33.53 |
| 23260 - Fabric Worker | 19.86 |
| 23290 - Fire Alarm System Mechanic | 23.04 |
| 23310 - Fire Extinguisher Repairer | 18.89 |
| 23311 - Fuel Distribution System Mechanic | 23.04 |
| 23312 - Fuel Distribution System Operator | 18.89 |
| 23370 - General Maintenance Worker | 19.41 |
| 23380 - Ground Support Equipment Mechanic | 23.04 |
| 23381 - Ground Support Equipment Servicer | 19.86 |
| 23382 - Ground Support Equipment Worker | 20.87 |
| 23391 - Gunsmith I | 18.89 |
| 23392 - Gunsmith II | 20.87 |
| 23393 - Gunsmith III | 23.04 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 22.27 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.35 |
| 23430 - Heavy Equipment Mechanic | 24.83 |
| 23440 - Heavy Equipment Operator | 19.66 |
| 23460 - Instrument Mechanic | 23.50 |
| 23465 - Laboratory/Shelter Mechanic | 22.02 |
| 23470 - Laborer | 11.71 |
| 23510 - Locksmith | 22.02 |
| 23530 - Machinery Maintenance Mechanic | 31.04 |
| 23550 - Machinist Maintenance | 26.47 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 17.18 |
| 23591 - Metrology Technician I | 23.50 |
| 23592 - Metrology Technician II | 24.50 |
| 23593 - Metrology Technician III | 25.48 |
| 23640 - Millwright | 25.01 |
| 23710 - Office Appliance Repairer | 22.90 |
| 23760 - Painter Maintenance | 21.45 |
| 23790 - Pipefitter Maintenance | 24.03 |
| 23810 - Plumber Maintenance | 22.97 |
| 23820 - Pneudraulic Systems Mechanic | 23.04 |
| 23850 - Rigger | 23.04 |
| 23870 - Scale Mechanic | 20.87 |
| 23890 - Sheet-Metal Worker | 21.74 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 20.87 |
| 23931 - Telecommunications Mechanic | 27.69 |
| I | |
| 23932 - Telecommunications Mechanic | 28.88 |
| II | |
| 23950 - Telephone Lineman | 23.04 |
| 23960 - Welder Combination | 22.61 |
| Maintenance | |
| 23965 - Well Driller | 23.04 |
| 23970 - Woodcraft Worker | 23.04 |
| 23980 - Woodworker | 18.89 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.26 |
| 24570 - Child Care Attendant | 9.00 |
| 24580 - Child Care Center Clerk | 11.23 |
| 24610 - Chore Aide | 10.19 |
| 24620 - Family Readiness And Support | 15.26 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 15.26 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 23.04 |
| 25040 - Sewage Plant Operator | 24.78 |
| 25070 - Stationary Engineer | 23.04 |
| 25190 - Ventilation Equipment Tender | 17.69 |
| 25210 - Water Treatment Plant | 24.78 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.11 |
| 27007 - Baggage Inspector | 18.85 |
| 27008 - Corrections Officer | 15.28 |
| 27010 - Court Security Officer | 18.85 |
| 27030 - Detection Dog Handler | 21.82 |
| 27040 - Detention Officer | 15.28 |
| 27070 - Firefighter | 20.35 |

| | |
|--|---------------|
| 27101 - Guard I | 18.85 |
| 27102 - Guard II | 21.82 |
| 27131 - Police Officer I | 20.99 |
| 27132 - Police Officer II | 23.32 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.12 |
| 28042 - Carnival Equipment Repairer | 11.68 |
| 28043 - Carnival Worker | 9.22 |
| 28210 - Gate Attendant/Gate Tender | 16.54 |
| 28310 - Lifeguard | 14.74 |
| 28350 - Park Attendant (Aide) | 18.50 |
| 28510 - Recreation Aide/Health | 13.51 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 22.57 |
| 28630 - Sports Official | 14.74 |
| 28690 - Swimming Pool Operator | 20.83 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 21.42 |
| 29020 - Hatch Tender | 21.42 |
| 29030 - Line Handler | 21.42 |
| 29041 - Stevedore I | 20.45 |
| 29042 - Stevedore II | 22.46 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control | (see 2) 41.64 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control | (see 2) 28.72 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 31.62 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 18.60 |
| 30022 - Archeological Technician II | 20.81 |
| 30023 - Archeological Technician III | 25.48 |
| 30030 - Cartographic Technician | 25.48 |
| 30040 - Civil Engineering Technician | 22.83 |
| 30051 - Cryogenic Technician I | 27.23 |
| 30052 - Cryogenic Technician II | 30.07 |
| 30061 - Drafter/CAD Operator I | 18.60 |
| 30062 - Drafter/CAD Operator II | 20.81 |
| 30063 - Drafter/CAD Operator III | 23.21 |
| 30064 - Drafter/CAD Operator IV | 28.55 |
| 30081 - Engineering Technician I | 15.98 |
| 30082 - Engineering Technician II | 18.00 |
| 30083 - Engineering Technician III | 21.00 |
| 30084 - Engineering Technician IV | 28.62 |
| 30085 - Engineering Technician V | 33.81 |
| 30086 - Engineering Technician VI | 40.89 |
| 30090 - Environmental Technician | 25.48 |
| 30095 - Evidence Control Specialist | 22.35 |
| 30210 - Laboratory Technician | 27.70 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 27.23 |
| 30222 - Latent Fingerprint Technician II | 30.07 |
| 30240 - Mathematical Technician | 25.48 |
| 30361 - Paralegal/Legal Assistant I | 18.80 |
| 30362 - Paralegal/Legal Assistant II | 23.29 |
| 30363 - Paralegal/Legal Assistant III | 28.49 |
| 30364 - Paralegal/Legal Assistant IV | 34.48 |
| 30375 - Petroleum Supply Specialist | 27.34 |
| 30390 - Photo-Optics Technician | 25.48 |
| 30395 - Radiation Control Technician | 27.34 |
| 30461 - Technical Writer I | 22.35 |
| 30462 - Technical Writer II | 27.34 |
| 30463 - Technical Writer III | 33.07 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.46 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 38.38 |
| 30494 - Unexploded (UXO) Safety Escort | 26.46 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.46 |
| 30501 - Weather Forecaster I | 27.23 |
| 30502 - Weather Forecaster II | 33.12 |
| 30620 - Weather Observer Combined (see 2) | 23.21 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 25.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 32.02 |
| 31020 - Bus Aide | 14.98 |
| 31030 - Bus Driver | 19.60 |
| 31043 - Driver Courier | 14.96 |
| 31260 - Parking and Lot Attendant | 13.54 |
| 31290 - Shuttle Bus Driver | 16.25 |
| 31310 - Taxi Driver | 14.51 |
| 31361 - Truckdriver Light | 16.25 |
| 31362 - Truckdriver Medium | 16.82 |
| 31363 - Truckdriver Heavy | 22.65 |
| 31364 - Truckdriver Tractor-Trailer | 22.65 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.61 |
| 99030 - Cashier | 10.17 |
| 99050 - Desk Clerk | 10.50 |
| 99095 - Embalmer | 26.46 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 26.46 |
| 99251 - Laboratory Animal Caretaker | 15.26 |
| I | |
| 99252 - Laboratory Animal Caretaker | 21.09 |
| II | |
| 99260 - Marketing Analyst | 31.89 |
| 99310 - Mortician | 26.46 |
| 99410 - Pest Controller | 21.05 |
| 99510 - Photofinishing Worker | 13.91 |
| 99710 - Recycling Laborer | 19.43 |
| 99711 - Recycling Specialist | 22.63 |
| 99730 - Refuse Collector | 17.56 |
| 99810 - Sales Clerk | 11.63 |
| 99820 - School Crossing Guard | 15.33 |
| 99830 - Survey Party Chief | 20.72 |
| 99831 - Surveying Aide | 12.77 |
| 99832 - Surveying Technician | 17.47 |
| 99840 - Vending Machine Attendant | 19.75 |
| 99841 - Vending Machine Repairer | 23.31 |
| 99842 - Vending Machine Repairer | 19.75 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4597

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4597
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Alabama

Area: Alabama Counties of Geneva Henry Houston

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.76 |
| 01012 - Accounting Clerk II | | 16.57 |
| 01013 - Accounting Clerk III | | 18.54 |
| 01020 - Administrative Assistant | | 23.70 |
| 01035 - Court Reporter | | 18.89 |
| 01041 - Customer Service Representative I | | 13.28 |
| 01042 - Customer Service Representative II | | 14.49 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 16.28 |
| 01051 - Data Entry Operator I | 14.50 |
| 01052 - Data Entry Operator II | 15.82 |
| 01060 - Dispatcher Motor Vehicle | 18.06 |
| 01070 - Document Preparation Clerk | 15.04 |
| 01090 - Duplicating Machine Operator | 15.04 |
| 01111 - General Clerk I | 10.74 |
| 01112 - General Clerk II | 13.35 |
| 01113 - General Clerk III | 15.04 |
| 01120 - Housing Referral Assistant | 21.06 |
| 01141 - Messenger Courier | 12.35 |
| 01191 - Order Clerk I | 13.51 |
| 01192 - Order Clerk II | 14.80 |
| 01261 - Personnel Assistant (Employment) I | 16.53 |
| 01262 - Personnel Assistant (Employment) II | 18.89 |
| 01263 - Personnel Assistant (Employment) III | 20.63 |
| 01270 - Production Control Clerk | 23.28 |
| 01290 - Rental Clerk | 12.78 |
| 01300 - Scheduler Maintenance | 16.88 |
| 01311 - Secretary I | 16.88 |
| 01312 - Secretary II | 18.89 |
| 01313 - Secretary III | 21.06 |
| 01320 - Service Order Dispatcher | 16.15 |
| 01410 - Supply Technician | 23.70 |
| 01420 - Survey Worker | 15.43 |
| 01460 - Switchboard Operator/Receptionist | 12.40 |
| 01531 - Travel Clerk I | 12.49 |
| 01532 - Travel Clerk II | 13.42 |
| 01533 - Travel Clerk III | 14.14 |
| 01611 - Word Processor I | 15.04 |
| 01612 - Word Processor II | 16.88 |
| 01613 - Word Processor III | 18.89 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 20.83 |
| Fiberglass | |
| 05010 - Automotive Electrician | 18.71 |
| 05040 - Automotive Glass Installer | 17.74 |
| 05070 - Automotive Worker | 17.74 |
| 05110 - Mobile Equipment Servicer | 15.69 |
| 05130 - Motor Equipment Metal | 19.72 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.70 |
| 05190 - Motor Vehicle Mechanic | 19.72 |
| 05220 - Motor Vehicle Mechanic Helper | 14.69 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 16.68 |
| 05280 - Motor Vehicle Wrecker | 17.74 |
| 05310 - Painter Automotive | 18.71 |
| 05340 - Radiator Repair Specialist | 17.74 |
| 05370 - Tire Repairer | 12.32 |
| 05400 - Transmission Repair Specialist | 19.72 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.75 |
| 07041 - Cook I | 9.41 |
| 07042 - Cook II | 10.60 |
| 07070 - Dishwasher | 9.58 |
| 07130 - Food Service Worker | 10.17 |
| 07210 - Meat Cutter | 15.36 |
| 07260 - Waiter/Waitress | 9.00 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.04 |
| 09040 - Furniture Handler | 10.97 |
| 09080 - Furniture Refinisher | 16.04 |
| 09090 - Furniture Refinisher Helper | 12.67 |
| 09110 - Furniture Repairer Minor | 14.35 |
| 09130 - Upholsterer | 16.04 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 10.73 |
| 11060 - Elevator Operator | 10.73 |
| 11090 - Gardener | 14.15 |
| 11122 - Housekeeping Aide | 9.98 |
| 11150 - Janitor | 9.98 |
| 11210 - Laborer Grounds Maintenance | 11.47 |
| 11240 - Maid or Houseman | 9.06 |
| 11260 - Pruner | 10.68 |
| 11270 - Tractor Operator | 13.27 |
| 11330 - Trail Maintenance Worker | 11.47 |
| 11360 - Window Cleaner | 10.72 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.37 |
| 12011 - Breath Alcohol Technician | 17.10 |
| 12012 - Certified Occupational Therapist Assistant | 24.84 |
| 12015 - Certified Physical Therapist Assistant | 28.65 |
| 12020 - Dental Assistant | 16.39 |
| 12025 - Dental Hygienist | 23.88 |
| 12030 - EKG Technician | 26.33 |
| 12035 - Electroneurodiagnostic Technologist | 26.33 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 15.37 |
| 12071 - Licensed Practical Nurse I | 16.18 |
| 12072 - Licensed Practical Nurse II | 18.11 |
| 12073 - Licensed Practical Nurse III | 20.17 |
| 12100 - Medical Assistant | 13.59 |
| 12130 - Medical Laboratory Technician | 20.29 |
| Technician | |
| 12160 - Medical Record Clerk | 14.93 |
| 12190 - Medical Record Technician | 16.70 |
| 12195 - Medical Transcriptionist | 16.09 |
| 12210 - Nuclear Medicine | 39.77 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.03 |
| 12222 - Nursing Assistant II | 12.40 |
| 12223 - Nursing Assistant III | 13.53 |
| 12224 - Nursing Assistant IV | 15.18 |
| 12235 - Optical Dispenser | 18.11 |
| 12236 - Optical Technician | 16.18 |
| 12250 - Pharmacy Technician | 14.49 |
| 12280 - Phlebotomist | 14.44 |
| 12305 - Radiologic Technologist | 22.96 |
| 12311 - Registered Nurse I | 22.96 |
| 12312 - Registered Nurse II | 28.09 |
| 12313 - Registered Nurse II | 28.09 |
| Specialist | |
| 12314 - Registered Nurse III | 33.99 |
| 12315 - Registered Nurse III | 33.99 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 40.73 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.53 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 22.91 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.02 |
| 13012 - Exhibits Specialist II | 23.57 |
| 13013 - Exhibits Specialist III | 28.83 |
| 13041 - Illustrator I | 19.02 |
| 13042 - Illustrator II | 23.57 |
| 13043 - Illustrator III | 28.83 |
| 13047 - Librarian | 26.10 |
| 13050 - Library Aide/Clerk | 12.01 |
| 13054 - Library Information | 23.57 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 19.02 |
| 13061 - Media Specialist I | 17.01 |
| 13062 - Media Specialist II | 19.02 |
| 13063 - Media Specialist III | 21.20 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.01 |
| 13072 - Photographer II | 19.02 |
| 13073 - Photographer III | 23.57 |
| 13074 - Photographer IV | 28.83 |
| 13075 - Photographer V | 34.89 |
| 13090 - Technical Order Library | 15.74 |
| Clerk | |
| 13110 - Video Teleconference | 17.01 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.41 |
| 14042 - Computer Operator II | 17.31 |
| 14043 - Computer Operator III | 20.05 |
| 14044 - Computer Operator IV | 22.57 |
| 14045 - Computer Operator V | 24.99 |
| 14071 - Computer Programmer I | (see 1) 18.67 |
| 14072 - Computer Programmer II | (see 1) 24.89 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.81 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.41 |
| Operator | |
| 14160 - Personal Computer Support | 23.27 |
| Technician | |
| 14170 - System Support Specialist | 24.99 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 26.81 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 32.43 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 36.77 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 26.81 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 35.68 |
| 15070 - Flight Instructor (Pilot) | 36.77 |
| 15080 - Graphic Artist | 25.02 |
| 15085 - Maintenance Test Pilot Fixed | 36.77 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 36.77 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 36.77 |
| Pilot | |
| 15090 - Technical Instructor | 22.48 |
| 15095 - Technical Instructor/Course | 27.50 |
| Developer | |
| 15110 - Test Proctor | 18.14 |

| | |
|--|-------|
| 15120 - Tutor | 18.14 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.65 |
| 16030 - Counter Attendant | 9.65 |
| 16040 - Dry Cleaner | 11.70 |
| 16070 - Finisher Flatwork Machine | 11.28 |
| 16090 - Presser Hand | 9.65 |
| 16110 - Presser Machine Drycleaning | 9.65 |
| 16130 - Presser Machine Shirts | 9.65 |
| 16160 - Presser Machine Wearing | 9.65 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.39 |
| 16220 - Tailor | 13.09 |
| 16250 - Washer Machine | 12.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.82 |
| 19040 - Tool And Die Maker | 22.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.61 |
| 21030 - Material Coordinator | 23.28 |
| 21040 - Material Expediter | 23.28 |
| 21050 - Material Handling Laborer | 13.05 |
| 21071 - Order Filler | 12.86 |
| 21080 - Production Line Worker (Food Processing) | 15.61 |
| 21110 - Shipping Packer | 14.43 |
| 21130 - Shipping/Receiving Clerk | 14.43 |
| 21140 - Store Worker I | 13.70 |
| 21150 - Stock Clerk | 16.95 |
| 21210 - Tools And Parts Attendant | 15.61 |
| 21410 - Warehouse Specialist | 15.61 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.83 |
| 23019 - Aircraft Logs and Records Technician | 16.83 |
| 23021 - Aircraft Mechanic I | 19.83 |
| 23022 - Aircraft Mechanic II | 20.83 |
| 23023 - Aircraft Mechanic III | 21.86 |
| 23040 - Aircraft Mechanic Helper | 14.88 |
| 23050 - Aircraft Painter | 18.82 |
| 23060 - Aircraft Servicer | 16.83 |
| 23070 - Aircraft Survival Flight Equipment Technician | 18.82 |
| 23080 - Aircraft Worker | 17.87 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 17.87 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 19.83 |
| 23110 - Appliance Mechanic | 18.82 |
| 23120 - Bicycle Repairer | 15.87 |
| 23125 - Cable Splicer | 33.39 |
| 23130 - Carpenter Maintenance | 16.48 |
| 23140 - Carpet Layer | 17.87 |
| 23160 - Electrician Maintenance | 24.48 |
| 23181 - Electronics Technician Maintenance I | 17.87 |
| 23182 - Electronics Technician Maintenance II | 18.82 |
| 23183 - Electronics Technician Maintenance III | 19.83 |
| 23260 - Fabric Worker | 16.83 |
| 23290 - Fire Alarm System Mechanic | 19.31 |
| 23310 - Fire Extinguisher Repairer | 15.87 |
| 23311 - Fuel Distribution System Mechanic | 19.41 |
| 23312 - Fuel Distribution System Operator | 15.53 |
| 23370 - General Maintenance Worker | 16.32 |
| 23380 - Ground Support Equipment Mechanic | 19.83 |
| 23381 - Ground Support Equipment Servicer | 16.83 |
| 23382 - Ground Support Equipment Worker | 17.87 |
| 23391 - Gunsmith I | 15.87 |
| 23392 - Gunsmith II | 17.87 |
| 23393 - Gunsmith III | 19.83 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 18.68 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 19.61 |
| 23430 - Heavy Equipment Mechanic | 23.00 |
| 23440 - Heavy Equipment Operator | 18.32 |
| 23460 - Instrument Mechanic | 19.83 |
| 23465 - Laboratory/Shelter Mechanic | 18.82 |
| 23470 - Laborer | 13.05 |
| 23510 - Locksmith | 18.82 |
| 23530 - Machinery Maintenance Mechanic | 20.14 |
| 23550 - Machinist Maintenance | 20.11 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.43 |
| 23591 - Metrology Technician I | 19.83 |
| 23592 - Metrology Technician II | 20.83 |
| 23593 - Metrology Technician III | 21.86 |
| 23640 - Millwright | 19.38 |
| 23710 - Office Appliance Repairer | 21.07 |
| 23760 - Painter Maintenance | 17.80 |
| 23790 - Pipefitter Maintenance | 22.79 |
| 23810 - Plumber Maintenance | 21.63 |
| 23820 - Pneudraulic Systems Mechanic | 19.83 |
| 23850 - Rigger | 19.83 |
| 23870 - Scale Mechanic | 17.87 |
| 23890 - Sheet-Metal Worker | 19.40 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 17.22 |
| 23931 - Telecommunications Mechanic | 23.39 |
| I | |
| 23932 - Telecommunications Mechanic | 24.56 |
| II | |
| 23950 - Telephone Lineman | 21.38 |
| 23960 - Welder Combination | 17.31 |
| Maintenance | |
| 23965 - Well Driller | 19.83 |
| 23970 - Woodcraft Worker | 19.83 |
| 23980 - Woodworker | 15.87 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.99 |
| 24570 - Child Care Attendant | 9.22 |
| 24580 - Child Care Center Clerk | 13.29 |
| 24610 - Chore Aide | 10.98 |
| 24620 - Family Readiness And Support | 13.99 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 13.99 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 19.83 |
| 25040 - Sewage Plant Operator | 20.87 |
| 25070 - Stationary Engineer | 19.83 |
| 25190 - Ventilation Equipment Tender | 14.88 |
| 25210 - Water Treatment Plant | 20.87 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.02 |
| 27007 - Baggage Inspector | 11.66 |
| 27008 - Corrections Officer | 16.08 |
| 27010 - Court Security Officer | 17.77 |
| 27030 - Detection Dog Handler | 14.06 |
| 27040 - Detention Officer | 16.08 |
| 27070 - Firefighter | 17.28 |

| | |
|--|---------------|
| 27101 - Guard I | 11.66 |
| 27102 - Guard II | 14.06 |
| 27131 - Police Officer I | 19.96 |
| 27132 - Police Officer II | 22.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.36 |
| 28042 - Carnival Equipment Repairer | 12.11 |
| 28043 - Carnival Worker | 9.14 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health | 11.10 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 16.79 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.86 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 17.87 |
| 29020 - Hatch Tender | 17.87 |
| 29030 - Line Handler | 17.87 |
| 29041 - Stevedore I | 16.83 |
| 29042 - Stevedore II | 18.82 |
| 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 | 17.15 |
| 30022 - Archeological Technician II | 19.20 |
| 30023 - Archeological Technician III | 23.78 |
| 30030 - Cartographic Technician | 23.78 |
| 30040 - Civil Engineering Technician | 23.78 |
| 30051 - Cryogenic Technician I | 26.33 |
| 30052 - Cryogenic Technician II | 29.09 |
| 30061 - Drafter/CAD Operator I | 17.15 |
| 30062 - Drafter/CAD Operator II | 19.20 |
| 30063 - Drafter/CAD Operator III | 21.40 |
| 30064 - Drafter/CAD Operator IV | 26.33 |
| 30081 - Engineering Technician I | 15.28 |
| 30082 - Engineering Technician II | 17.15 |
| 30083 - Engineering Technician III | 19.20 |
| 30084 - Engineering Technician IV | 23.78 |
| 30085 - Engineering Technician V | 29.09 |
| 30086 - Engineering Technician VI | 35.19 |
| 30090 - Environmental Technician | 23.78 |
| 30095 - Evidence Control Specialist | 23.78 |
| 30210 - Laboratory Technician | 21.41 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 26.33 |
| 30222 - Latent Fingerprint Technician II | 29.09 |
| 30240 - Mathematical Technician | 23.78 |
| 30361 - Paralegal/Legal Assistant I | 18.02 |
| 30362 - Paralegal/Legal Assistant II | 22.32 |
| 30363 - Paralegal/Legal Assistant III | 27.31 |
| 30364 - Paralegal/Legal Assistant IV | 33.05 |
| 30375 - Petroleum Supply Specialist | 29.09 |
| 30390 - Photo-Optics Technician | 23.17 |
| 30395 - Radiation Control Technician | 29.09 |
| 30461 - Technical Writer I | 23.78 |
| 30462 - Technical Writer II | 29.09 |
| 30463 - Technical Writer III | 35.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.33 |
| 30502 - Weather Forecaster II | 32.04 |
| 30620 - Weather Observer Combined (see 2) | 21.40 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 23.78 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 15.69 |
| 31030 - Bus Driver | 20.52 |
| 31043 - Driver Courier | 14.33 |
| 31260 - Parking and Lot Attendant | 14.60 |
| 31290 - Shuttle Bus Driver | 15.28 |
| 31310 - Taxi Driver | 16.49 |
| 31361 - Truckdriver Light | 15.28 |
| 31362 - Truckdriver Medium | 16.21 |
| 31363 - Truckdriver Heavy | 22.46 |
| 31364 - Truckdriver Tractor-Trailer | 22.46 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.75 |
| 99050 - Desk Clerk | 9.95 |
| 99095 - Embalmer | 25.60 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 14.87 |
| I | |
| 99252 - Laboratory Animal Caretaker | 15.61 |
| II | |
| 99260 - Marketing Analyst | 25.55 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 15.21 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 17.01 |
| 99711 - Recycling Specialist | 19.68 |
| 99730 - Refuse Collector | 15.84 |
| 99810 - Sales Clerk | 11.52 |
| 99820 - School Crossing Guard | 14.61 |
| 99830 - Survey Party Chief | 18.48 |
| 99831 - Surveying Aide | 12.33 |
| 99832 - Surveying Technician | 16.90 |
| 99840 - Vending Machine Attendant | 17.35 |
| 99841 - Vending Machine Repairer | 20.83 |
| 99842 - Vending Machine Repairer | 17.35 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4599

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4599
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Alabama

Area: Alabama Counties of Colbert Lauderdale

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.04 |
| 01012 - Accounting Clerk II | | 16.89 |
| 01013 - Accounting Clerk III | | 18.89 |
| 01020 - Administrative Assistant | | 28.54 |
| 01035 - Court Reporter | | 18.51 |
| 01041 - Customer Service Representative I | | 13.99 |
| 01042 - Customer Service Representative II | | 15.73 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 17.16 |
| 01051 - Data Entry Operator I | 12.85 |
| 01052 - Data Entry Operator II | 14.01 |
| 01060 - Dispatcher Motor Vehicle | 16.31 |
| 01070 - Document Preparation Clerk | 14.73 |
| 01090 - Duplicating Machine Operator | 14.73 |
| 01111 - General Clerk I | 10.88 |
| 01112 - General Clerk II | 11.87 |
| 01113 - General Clerk III | 13.86 |
| 01120 - Housing Referral Assistant | 20.64 |
| 01141 - Messenger Courier | 12.02 |
| 01191 - Order Clerk I | 13.51 |
| 01192 - Order Clerk II | 15.27 |
| 01261 - Personnel Assistant (Employment) I | 16.54 |
| 01262 - Personnel Assistant (Employment) II | 18.51 |
| 01263 - Personnel Assistant (Employment) III | 20.64 |
| 01270 - Production Control Clerk | 22.60 |
| 01290 - Rental Clerk | 12.97 |
| 01300 - Scheduler Maintenance | 16.54 |
| 01311 - Secretary I | 16.54 |
| 01312 - Secretary II | 18.51 |
| 01313 - Secretary III | 20.64 |
| 01320 - Service Order Dispatcher | 13.99 |
| 01410 - Supply Technician | 28.54 |
| 01420 - Survey Worker | 16.81 |
| 01460 - Switchboard Operator/Receptionist | 13.25 |
| 01531 - Travel Clerk I | 12.22 |
| 01532 - Travel Clerk II | 12.99 |
| 01533 - Travel Clerk III | 13.78 |
| 01611 - Word Processor I | 14.73 |
| 01612 - Word Processor II | 16.54 |
| 01613 - Word Processor III | 18.51 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.18 |
| Fiberglass | |
| 05010 - Automotive Electrician | 18.61 |
| 05040 - Automotive Glass Installer | 17.74 |
| 05070 - Automotive Worker | 17.74 |
| 05110 - Mobile Equipment Servicer | 16.08 |
| 05130 - Motor Equipment Metal | 19.47 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.74 |
| 05190 - Motor Vehicle Mechanic | 19.28 |
| 05220 - Motor Vehicle Mechanic Helper | 14.58 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 16.93 |
| 05280 - Motor Vehicle Wrecker | 17.74 |
| 05310 - Painter Automotive | 18.33 |
| 05340 - Radiator Repair Specialist | 17.74 |
| 05370 - Tire Repairer | 16.13 |
| 05400 - Transmission Repair Specialist | 19.47 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.96 |
| 07041 - Cook I | 9.68 |
| 07042 - Cook II | 10.85 |
| 07070 - Dishwasher | 9.90 |
| 07130 - Food Service Worker | 10.37 |
| 07210 - Meat Cutter | 15.15 |
| 07260 - Waiter/Waitress | 9.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.44 |
| 09040 - Furniture Handler | 13.94 |
| 09080 - Furniture Refinisher | 18.44 |
| 09090 - Furniture Refinisher Helper | 14.67 |
| 09110 - Furniture Repairer Minor | 16.54 |
| 09130 - Upholsterer | 18.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.31 |
| 11060 - Elevator Operator | 12.44 |
| 11090 - Gardener | 14.82 |
| 11122 - Housekeeping Aide | 12.79 |
| 11150 - Janitor | 12.79 |
| 11210 - Laborer Grounds Maintenance | 11.85 |
| 11240 - Maid or Houseman | 9.10 |
| 11260 - Pruner | 10.71 |
| 11270 - Tractor Operator | 13.83 |
| 11330 - Trail Maintenance Worker | 11.85 |
| 11360 - Window Cleaner | 14.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.09 |
| 12011 - Breath Alcohol Technician | 18.09 |
| 12012 - Certified Occupational Therapist Assistant | 24.82 |
| 12015 - Certified Physical Therapist Assistant | 28.93 |
| 12020 - Dental Assistant | 16.00 |
| 12025 - Dental Hygienist | 22.84 |
| 12030 - EKG Technician | 27.41 |
| 12035 - Electroneurodiagnostic Technologist | 27.41 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 18.09 |
| 12071 - Licensed Practical Nurse I | 16.18 |
| 12072 - Licensed Practical Nurse II | 18.09 |
| 12073 - Licensed Practical Nurse III | 20.16 |
| 12100 - Medical Assistant | 15.05 |
| 12130 - Medical Laboratory Technician | 17.51 |
| Technician | |
| 12160 - Medical Record Clerk | 16.58 |
| 12190 - Medical Record Technician | 18.55 |
| 12195 - Medical Transcriptionist | 16.18 |
| 12210 - Nuclear Medicine Technologist | 39.76 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.27 |
| 12222 - Nursing Assistant II | 12.67 |
| 12223 - Nursing Assistant III | 13.82 |
| 12224 - Nursing Assistant IV | 15.52 |
| 12235 - Optical Dispenser | 18.22 |
| 12236 - Optical Technician | 16.18 |
| 12250 - Pharmacy Technician | 15.84 |
| 12280 - Phlebotomist | 15.72 |
| 12305 - Radiologic Technologist | 27.41 |
| 12311 - Registered Nurse I | 25.26 |
| 12312 - Registered Nurse II | 30.90 |
| 12313 - Registered Nurse II | 30.90 |
| Specialist | |
| 12314 - Registered Nurse III | 37.39 |
| 12315 - Registered Nurse III | 37.39 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 44.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.41 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 22.13 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 20.09 |
| 13012 - Exhibits Specialist II | 24.89 |
| 13013 - Exhibits Specialist III | 30.45 |
| 13041 - Illustrator I | 20.09 |
| 13042 - Illustrator II | 24.89 |
| 13043 - Illustrator III | 30.45 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 15.94 |
| 13054 - Library Information Technology Systems Administrator | 24.89 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 19.53 |
| 13061 - Media Specialist I | 17.96 |
| 13062 - Media Specialist II | 20.09 |
| 13063 - Media Specialist III | 22.40 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.73 |
| 13072 - Photographer II | 19.84 |
| 13073 - Photographer III | 24.58 |
| 13074 - Photographer IV | 30.06 |
| 13075 - Photographer V | 36.37 |
| 13090 - Technical Order Library | 15.74 |
| Clerk | |
| 13110 - Video Teleconference | 17.96 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.55 |
| 14042 - Computer Operator II | 19.13 |
| 14043 - Computer Operator III | 20.49 |
| 14044 - Computer Operator IV | 26.16 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | (see 1) 25.00 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.55 |
| Operator | |
| 14160 - Personal Computer Support | 26.16 |
| Technician | |
| 14170 - System Support Specialist | 27.62 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 29.35 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 35.52 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 36.76 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 30.38 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 30.52 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 22.01 |
| 15085 - Maintenance Test Pilot Fixed | 36.76 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 36.76 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 36.76 |
| Pilot | |
| 15090 - Technical Instructor | 22.46 |
| 15095 - Technical Instructor/Course | 27.49 |
| Developer | |
| 15110 - Test Proctor | 18.88 |

| | |
|--|-------|
| 15120 - Tutor | 18.88 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.66 |
| 16030 - Counter Attendant | 9.66 |
| 16040 - Dry Cleaner | 12.13 |
| 16070 - Finisher Flatwork Machine | 9.66 |
| 16090 - Presser Hand | 9.66 |
| 16110 - Presser Machine Drycleaning | 9.66 |
| 16130 - Presser Machine Shirts | 9.66 |
| 16160 - Presser Machine Wearing | 9.66 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.82 |
| 16220 - Tailor | 13.51 |
| 16250 - Washer Machine | 10.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.44 |
| 19040 - Tool And Die Maker | 29.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.54 |
| 21030 - Material Coordinator | 22.60 |
| 21040 - Material Expediter | 22.60 |
| 21050 - Material Handling Laborer | 13.18 |
| 21071 - Order Filler | 12.44 |
| 21080 - Production Line Worker (Food Processing) | 19.54 |
| 21110 - Shipping Packer | 15.71 |
| 21130 - Shipping/Receiving Clerk | 15.71 |
| 21140 - Store Worker I | 13.33 |
| 21150 - Stock Clerk | 18.07 |
| 21210 - Tools And Parts Attendant | 19.54 |
| 21410 - Warehouse Specialist | 19.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.86 |
| 23019 - Aircraft Logs and Records Technician | 19.50 |
| 23021 - Aircraft Mechanic I | 22.87 |
| 23022 - Aircraft Mechanic II | 23.86 |
| 23023 - Aircraft Mechanic III | 24.80 |
| 23040 - Aircraft Mechanic Helper | 17.44 |
| 23050 - Aircraft Painter | 21.74 |
| 23060 - Aircraft Servicer | 19.50 |
| 23070 - Aircraft Survival Flight Equipment Technician | 21.74 |
| 23080 - Aircraft Worker | 20.62 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 20.62 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 22.87 |
| 23110 - Appliance Mechanic | 21.74 |
| 23120 - Bicycle Repairer | 18.41 |
| 23125 - Cable Splicer | 35.00 |
| 23130 - Carpenter Maintenance | 21.86 |
| 23140 - Carpet Layer | 20.62 |
| 23160 - Electrician Maintenance | 25.53 |
| 23181 - Electronics Technician Maintenance I | 23.92 |
| 23182 - Electronics Technician Maintenance II | 25.55 |
| 23183 - Electronics Technician Maintenance III | 26.62 |
| 23260 - Fabric Worker | 19.50 |
| 23290 - Fire Alarm System Mechanic | 22.87 |
| 23310 - Fire Extinguisher Repairer | 18.41 |
| 23311 - Fuel Distribution System Mechanic | 22.87 |
| 23312 - Fuel Distribution System Operator | 18.48 |
| 23370 - General Maintenance Worker | 17.49 |
| 23380 - Ground Support Equipment Mechanic | 22.87 |
| 23381 - Ground Support Equipment Servicer | 19.50 |
| 23382 - Ground Support Equipment Worker | 20.62 |
| 23391 - Gunsmith I | 18.41 |
| 23392 - Gunsmith II | 20.62 |
| 23393 - Gunsmith III | 22.87 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 18.38 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 19.30 |
| 23430 - Heavy Equipment Mechanic | 22.34 |
| 23440 - Heavy Equipment Operator | 22.70 |
| 23460 - Instrument Mechanic | 22.87 |
| 23465 - Laboratory/Shelter Mechanic | 21.74 |
| 23470 - Laborer | 13.18 |
| 23510 - Locksmith | 21.74 |
| 23530 - Machinery Maintenance Mechanic | 24.19 |
| 23550 - Machinist Maintenance | 22.56 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.41 |
| 23591 - Metrology Technician I | 22.87 |
| 23592 - Metrology Technician II | 23.86 |
| 23593 - Metrology Technician III | 24.80 |
| 23640 - Millwright | 24.57 |
| 23710 - Office Appliance Repairer | 23.32 |
| 23760 - Painter Maintenance | 17.56 |
| 23790 - Pipefitter Maintenance | 26.94 |
| 23810 - Plumber Maintenance | 25.61 |
| 23820 - Pneudraulic Systems Mechanic | 22.87 |
| 23850 - Rigger | 22.87 |
| 23870 - Scale Mechanic | 20.62 |
| 23890 - Sheet-Metal Worker | 21.41 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 20.62 |
| 23931 - Telecommunications Mechanic | 30.92 |
| I | |
| 23932 - Telecommunications Mechanic | 33.63 |
| II | |
| 23950 - Telephone Lineman | 22.87 |
| 23960 - Welder Combination | 20.22 |
| Maintenance | |
| 23965 - Well Driller | 22.87 |
| 23970 - Woodcraft Worker | 22.87 |
| 23980 - Woodworker | 18.41 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.87 |
| 24570 - Child Care Attendant | 9.24 |
| 24580 - Child Care Center Clerk | 11.53 |
| 24610 - Chore Aide | 10.19 |
| 24620 - Family Readiness And Support | 13.87 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 13.87 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 22.87 |
| 25040 - Sewage Plant Operator | 27.63 |
| 25070 - Stationary Engineer | 22.87 |
| 25190 - Ventilation Equipment Tender | 17.17 |
| 25210 - Water Treatment Plant | 27.63 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.91 |
| 27007 - Baggage Inspector | 10.85 |
| 27008 - Corrections Officer | 16.72 |
| 27010 - Court Security Officer | 17.20 |
| 27030 - Detection Dog Handler | 13.55 |
| 27040 - Detention Officer | 16.72 |
| 27070 - Firefighter | 18.50 |

| | |
|--|---------------|
| 27101 - Guard I | 10.85 |
| 27102 - Guard II | 13.55 |
| 27131 - Police Officer I | 19.26 |
| 27132 - Police Officer II | 21.41 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.36 |
| 28042 - Carnival Equipment Repairer | 12.18 |
| 28043 - Carnival Worker | 8.81 |
| 28210 - Gate Attendant/Gate Tender | 14.58 |
| 28310 - Lifeguard | 12.99 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health | 11.90 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 19.73 |
| 28630 - Sports Official | 12.99 |
| 28690 - Swimming Pool Operator | 15.65 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 24.19 |
| 29020 - Hatch Tender | 24.19 |
| 29030 - Line Handler | 24.19 |
| 29041 - Stevedore I | 22.86 |
| 29042 - Stevedore II | 25.49 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control | (see 2) 40.29 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control | (see 2) 27.78 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.59 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 18.60 |
| 30022 - Archeological Technician II | 20.81 |
| 30023 - Archeological Technician III | 25.48 |
| 30030 - Cartographic Technician | 25.48 |
| 30040 - Civil Engineering Technician | 24.13 |
| 30051 - Cryogenic Technician I | 24.28 |
| 30052 - Cryogenic Technician II | 26.82 |
| 30061 - Drafter/CAD Operator I | 18.60 |
| 30062 - Drafter/CAD Operator II | 20.81 |
| 30063 - Drafter/CAD Operator III | 23.21 |
| 30064 - Drafter/CAD Operator IV | 28.55 |
| 30081 - Engineering Technician I | 15.98 |
| 30082 - Engineering Technician II | 18.00 |
| 30083 - Engineering Technician III | 21.00 |
| 30084 - Engineering Technician IV | 28.62 |
| 30085 - Engineering Technician V | 33.81 |
| 30086 - Engineering Technician VI | 40.89 |
| 30090 - Environmental Technician | 25.48 |
| 30095 - Evidence Control Specialist | 21.44 |
| 30210 - Laboratory Technician | 20.81 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 24.28 |
| 30222 - Latent Fingerprint Technician II | 26.82 |
| 30240 - Mathematical Technician | 25.48 |
| 30361 - Paralegal/Legal Assistant I | 19.26 |
| 30362 - Paralegal/Legal Assistant II | 23.86 |
| 30363 - Paralegal/Legal Assistant III | 29.19 |
| 30364 - Paralegal/Legal Assistant IV | 35.32 |
| 30375 - Petroleum Supply Specialist | 26.24 |
| 30390 - Photo-Optics Technician | 25.48 |
| 30395 - Radiation Control Technician | 26.24 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.82 |
| 30463 - Technical Writer III | 32.46 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 28.55 |
| 30502 - Weather Forecaster II | 34.73 |
| 30620 - Weather Observer Combined (see 2) | 23.21 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 25.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.41 |
| 31030 - Bus Driver | 17.71 |
| 31043 - Driver Courier | 15.65 |
| 31260 - Parking and Lot Attendant | 12.13 |
| 31290 - Shuttle Bus Driver | 16.77 |
| 31310 - Taxi Driver | 10.90 |
| 31361 - Truckdriver Light | 16.77 |
| 31362 - Truckdriver Medium | 17.71 |
| 31363 - Truckdriver Heavy | 17.62 |
| 31364 - Truckdriver Tractor-Trailer | 17.62 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.81 |
| 99050 - Desk Clerk | 9.09 |
| 99095 - Embalmer | 25.60 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 15.26 |
| I | |
| 99252 - Laboratory Animal Caretaker | 20.60 |
| II | |
| 99260 - Marketing Analyst | 29.43 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 16.98 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 17.13 |
| 99711 - Recycling Specialist | 19.72 |
| 99730 - Refuse Collector | 15.48 |
| 99810 - Sales Clerk | 11.63 |
| 99820 - School Crossing Guard | 14.90 |
| 99830 - Survey Party Chief | 20.04 |
| 99831 - Surveying Aide | 12.35 |
| 99832 - Surveying Technician | 16.90 |
| 99840 - Vending Machine Attendant | 18.37 |
| 99841 - Vending Machine Repairer | 21.99 |
| 99842 - Vending Machine Repairer | 18.37 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4601

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4601
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: Alabama

Area: Alabama County of Etowah

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.74 |
| 01012 - Accounting Clerk II | | 16.55 |
| 01013 - Accounting Clerk III | | 18.52 |
| 01020 - Administrative Assistant | | 21.80 |
| 01035 - Court Reporter | | 18.07 |
| 01041 - Customer Service Representative I | | 12.90 |
| 01042 - Customer Service Representative II | | 14.26 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.83 |
| 01051 - Data Entry Operator I | 13.18 |
| 01052 - Data Entry Operator II | 14.38 |
| 01060 - Dispatcher Motor Vehicle | 18.07 |
| 01070 - Document Preparation Clerk | 14.38 |
| 01090 - Duplicating Machine Operator | 14.38 |
| 01111 - General Clerk I | 11.44 |
| 01112 - General Clerk II | 12.48 |
| 01113 - General Clerk III | 14.01 |
| 01120 - Housing Referral Assistant | 20.14 |
| 01141 - Messenger Courier | 11.73 |
| 01191 - Order Clerk I | 13.18 |
| 01192 - Order Clerk II | 14.38 |
| 01261 - Personnel Assistant (Employment) I | 16.15 |
| 01262 - Personnel Assistant (Employment) II | 18.07 |
| 01263 - Personnel Assistant (Employment) III | 20.14 |
| 01270 - Production Control Clerk | 19.71 |
| 01290 - Rental Clerk | 12.63 |
| 01300 - Scheduler Maintenance | 16.15 |
| 01311 - Secretary I | 16.15 |
| 01312 - Secretary II | 18.07 |
| 01313 - Secretary III | 20.14 |
| 01320 - Service Order Dispatcher | 16.32 |
| 01410 - Supply Technician | 21.80 |
| 01420 - Survey Worker | 14.43 |
| 01460 - Switchboard Operator/Receptionist | 12.45 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.82 |
| 01533 - Travel Clerk III | 13.84 |
| 01611 - Word Processor I | 14.38 |
| 01612 - Word Processor II | 16.15 |
| 01613 - Word Processor III | 18.07 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 23.46 |
| Fiberglass | |
| 05010 - Automotive Electrician | 17.79 |
| 05040 - Automotive Glass Installer | 16.99 |
| 05070 - Automotive Worker | 16.99 |
| 05110 - Mobile Equipment Servicer | 15.18 |
| 05130 - Motor Equipment Metal | 18.62 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 16.99 |
| 05190 - Motor Vehicle Mechanic | 18.62 |
| 05220 - Motor Vehicle Mechanic Helper | 14.32 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 16.13 |
| 05280 - Motor Vehicle Wrecker | 16.99 |
| 05310 - Painter Automotive | 17.79 |
| 05340 - Radiator Repair Specialist | 16.99 |
| 05370 - Tire Repairer | 15.01 |
| 05400 - Transmission Repair Specialist | 18.62 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.42 |
| 07041 - Cook I | 12.03 |
| 07042 - Cook II | 13.55 |
| 07070 - Dishwasher | 9.40 |
| 07130 - Food Service Worker | 9.91 |
| 07210 - Meat Cutter | 17.22 |
| 07260 - Waiter/Waitress | 9.79 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.30 |
| 09040 - Furniture Handler | 10.93 |
| 09080 - Furniture Refinisher | 15.19 |
| 09090 - Furniture Refinisher Helper | 12.34 |
| 09110 - Furniture Repairer Minor | 13.77 |
| 09130 - Upholsterer | 15.19 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.71 |
| 11060 - Elevator Operator | 13.71 |
| 11090 - Gardener | 16.93 |
| 11122 - Housekeeping Aide | 10.61 |
| 11150 - Janitor | 10.61 |
| 11210 - Laborer Grounds Maintenance | 14.07 |
| 11240 - Maid or Houseman | 9.38 |
| 11260 - Pruner | 13.07 |
| 11270 - Tractor Operator | 15.97 |
| 11330 - Trail Maintenance Worker | 14.07 |
| 11360 - Window Cleaner | 11.43 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.41 |
| 12011 - Breath Alcohol Technician | 17.45 |
| 12012 - Certified Occupational Therapist Assistant | 29.89 |
| 12015 - Certified Physical Therapist Assistant | 29.49 |
| 12020 - Dental Assistant | 17.51 |
| 12025 - Dental Hygienist | 27.87 |
| 12030 - EKG Technician | 26.38 |
| 12035 - Electroneurodiagnostic Technologist | 26.38 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 17.41 |
| 12071 - Licensed Practical Nurse I | 15.60 |
| 12072 - Licensed Practical Nurse II | 17.45 |
| 12073 - Licensed Practical Nurse III | 19.45 |
| 12100 - Medical Assistant | 13.35 |
| 12130 - Medical Laboratory Technician | 19.99 |
| Technician | |
| 12160 - Medical Record Clerk | 15.84 |
| 12190 - Medical Record Technician | 17.72 |
| 12195 - Medical Transcriptionist | 15.60 |
| 12210 - Nuclear Medicine | 38.25 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.79 |
| 12222 - Nursing Assistant II | 13.25 |
| 12223 - Nursing Assistant III | 14.46 |
| 12224 - Nursing Assistant IV | 16.24 |
| 12235 - Optical Dispenser | 17.41 |
| 12236 - Optical Technician | 15.60 |
| 12250 - Pharmacy Technician | 13.85 |
| 12280 - Phlebotomist | 15.07 |
| 12305 - Radiologic Technologist | 22.10 |
| 12311 - Registered Nurse I | 23.11 |
| 12312 - Registered Nurse II | 28.28 |
| 12313 - Registered Nurse II | 28.28 |
| Specialist | |
| 12314 - Registered Nurse III | 34.21 |
| 12315 - Registered Nurse III | 34.21 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 41.01 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.61 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 21.93 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.08 |
| 13012 - Exhibits Specialist II | 23.63 |
| 13013 - Exhibits Specialist III | 28.91 |
| 13041 - Illustrator I | 19.08 |
| 13042 - Illustrator II | 23.63 |
| 13043 - Illustrator III | 28.91 |
| 13047 - Librarian | 26.18 |
| 13050 - Library Aide/Clerk | 13.81 |
| 13054 - Library Information | 23.63 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 17.46 |
| 13061 - Media Specialist I | 17.05 |
| 13062 - Media Specialist II | 19.08 |
| 13063 - Media Specialist III | 21.27 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.20 |
| 13072 - Photographer II | 18.52 |
| 13073 - Photographer III | 23.63 |
| 13074 - Photographer IV | 28.91 |
| 13075 - Photographer V | 34.98 |
| 13090 - Technical Order Library | 19.04 |
| Clerk | |
| 13110 - Video Teleconference | 17.05 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 13.28 |
| 14042 - Computer Operator II | 14.86 |
| 14043 - Computer Operator III | 16.57 |
| 14044 - Computer Operator IV | 18.41 |
| 14045 - Computer Operator V | 20.39 |
| 14071 - Computer Programmer I | (see 1) 17.17 |
| 14072 - Computer Programmer II | (see 1) 21.27 |
| 14073 - Computer Programmer III | (see 1) 26.02 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 25.38 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 13.28 |
| Operator | |
| 14160 - Personal Computer Support | 18.41 |
| Technician | |
| 14170 - System Support Specialist | 21.59 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 25.38 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 30.70 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 36.80 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 25.38 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 32.55 |
| 15070 - Flight Instructor (Pilot) | 36.80 |
| 15080 - Graphic Artist | 24.76 |
| 15085 - Maintenance Test Pilot Fixed | 36.80 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 36.80 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 36.80 |
| Pilot | |
| 15090 - Technical Instructor | 20.24 |
| 15095 - Technical Instructor/Course | 24.76 |
| Developer | |
| 15110 - Test Proctor | 16.33 |

| | |
|--|-------|
| 15120 - Tutor | 16.33 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.93 |
| 16030 - Counter Attendant | 9.93 |
| 16040 - Dry Cleaner | 11.88 |
| 16070 - Finisher Flatwork Machine | 9.93 |
| 16090 - Presser Hand | 9.93 |
| 16110 - Presser Machine Drycleaning | 9.93 |
| 16130 - Presser Machine Shirts | 9.93 |
| 16160 - Presser Machine Wearing | 9.93 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.54 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer Machine | 10.59 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.39 |
| 19040 - Tool And Die Maker | 21.78 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.39 |
| 21030 - Material Coordinator | 19.71 |
| 21040 - Material Expediter | 19.71 |
| 21050 - Material Handling Laborer | 12.97 |
| 21071 - Order Filler | 13.44 |
| 21080 - Production Line Worker (Food Processing) | 15.39 |
| 21110 - Shipping Packer | 15.34 |
| 21130 - Shipping/Receiving Clerk | 15.34 |
| 21140 - Store Worker I | 14.04 |
| 21150 - Stock Clerk | 17.37 |
| 21210 - Tools And Parts Attendant | 15.39 |
| 21410 - Warehouse Specialist | 15.39 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.56 |
| 23019 - Aircraft Logs and Records Technician | 17.10 |
| 23021 - Aircraft Mechanic I | 19.71 |
| 23022 - Aircraft Mechanic II | 20.56 |
| 23023 - Aircraft Mechanic III | 21.43 |
| 23040 - Aircraft Mechanic Helper | 15.22 |
| 23050 - Aircraft Painter | 18.83 |
| 23060 - Aircraft Servicer | 17.10 |
| 23070 - Aircraft Survival Flight Equipment Technician | 18.83 |
| 23080 - Aircraft Worker | 17.98 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 17.98 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 19.71 |
| 23110 - Appliance Mechanic | 18.83 |
| 23120 - Bicycle Repairer | 15.55 |
| 23125 - Cable Splicer | 19.71 |
| 23130 - Carpenter Maintenance | 18.06 |
| 23140 - Carpet Layer | 17.98 |
| 23160 - Electrician Maintenance | 22.84 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 22.56 |
| 23183 - Electronics Technician Maintenance III | 23.61 |
| 23260 - Fabric Worker | 17.10 |
| 23290 - Fire Alarm System Mechanic | 19.71 |
| 23310 - Fire Extinguisher Repairer | 16.14 |
| 23311 - Fuel Distribution System Mechanic | 23.03 |
| 23312 - Fuel Distribution System Operator | 18.97 |
| 23370 - General Maintenance Worker | 17.03 |
| 23380 - Ground Support Equipment Mechanic | 19.71 |
| 23381 - Ground Support Equipment Servicer | 17.10 |
| 23382 - Ground Support Equipment Worker | 17.98 |
| 23391 - Gunsmith I | 16.14 |
| 23392 - Gunsmith II | 17.98 |
| 23393 - Gunsmith III | 19.71 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 21.35 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.27 |
| 23430 - Heavy Equipment Mechanic | 20.04 |
| 23440 - Heavy Equipment Operator | 18.29 |
| 23460 - Instrument Mechanic | 21.53 |
| 23465 - Laboratory/Shelter Mechanic | 18.83 |
| 23470 - Laborer | 12.97 |
| 23510 - Locksmith | 18.83 |
| 23530 - Machinery Maintenance Mechanic | 23.27 |
| 23550 - Machinist Maintenance | 17.80 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 13.18 |
| 23591 - Metrology Technician I | 21.53 |
| 23592 - Metrology Technician II | 20.91 |
| 23593 - Metrology Technician III | 21.78 |
| 23640 - Millwright | 19.71 |
| 23710 - Office Appliance Repairer | 17.51 |
| 23760 - Painter Maintenance | 18.83 |
| 23790 - Pipefitter Maintenance | 20.71 |
| 23810 - Plumber Maintenance | 20.22 |
| 23820 - Pneudraulic Systems Mechanic | 19.71 |
| 23850 - Rigger | 19.71 |
| 23870 - Scale Mechanic | 17.98 |
| 23890 - Sheet-Metal Worker | 19.71 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 17.98 |
| 23931 - Telecommunications Mechanic | 23.14 |
| I | |
| 23932 - Telecommunications Mechanic | 24.32 |
| II | |
| 23950 - Telephone Lineman | 19.71 |
| 23960 - Welder Combination | 16.82 |
| Maintenance | |
| 23965 - Well Driller | 19.71 |
| 23970 - Woodcraft Worker | 19.71 |
| 23980 - Woodworker | 16.14 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.52 |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 12.77 |
| 24610 - Chore Aide | 9.30 |
| 24620 - Family Readiness And Support | 13.52 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 13.52 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 20.85 |
| 25040 - Sewage Plant Operator | 26.04 |
| 25070 - Stationary Engineer | 20.85 |
| 25190 - Ventilation Equipment Tender | 16.25 |
| 25210 - Water Treatment Plant | 26.04 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.97 |
| 27007 - Baggage Inspector | 13.68 |
| 27008 - Corrections Officer | 19.64 |
| 27010 - Court Security Officer | 19.64 |
| 27030 - Detection Dog Handler | 15.31 |
| 27040 - Detention Officer | 19.64 |
| 27070 - Firefighter | 19.64 |

| | |
|--|-------|
| 27101 - Guard I | 13.68 |
| 27102 - Guard II | 15.31 |
| 27131 - Police Officer I | 19.64 |
| 27132 - Police Officer II | 21.81 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.43 |
| 28042 - Carnival Equipment Repairer | 12.11 |
| 28043 - Carnival Worker | 9.35 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health | 10.61 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 16.36 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 21.95 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 18.40 |
| 29020 - Hatch Tender | 18.40 |
| 29030 - Line Handler | 18.40 |
| 29041 - Stevedore I | 17.25 |
| 29042 - Stevedore II | 19.27 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.29 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.78 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.59 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 14.72 |
| 30022 - Archeological Technician II | 16.72 |
| 30023 - Archeological Technician III | 18.68 |
| 30030 - Cartographic Technician | 20.59 |
| 30040 - Civil Engineering Technician | 17.95 |
| 30051 - Cryogenic Technician I | 21.59 |
| 30052 - Cryogenic Technician II | 23.85 |
| 30061 - Drafter/CAD Operator I | 14.72 |
| 30062 - Drafter/CAD Operator II | 16.72 |
| 30063 - Drafter/CAD Operator III | 18.07 |
| 30064 - Drafter/CAD Operator IV | 22.24 |
| 30081 - Engineering Technician I | 13.75 |
| 30082 - Engineering Technician II | 14.72 |
| 30083 - Engineering Technician III | 17.27 |
| 30084 - Engineering Technician IV | 21.40 |
| 30085 - Engineering Technician V | 26.17 |
| 30086 - Engineering Technician VI | 28.78 |
| 30090 - Environmental Technician | 20.23 |
| 30095 - Evidence Control Specialist | 19.49 |
| 30210 - Laboratory Technician | 20.19 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 21.59 |
| 30222 - Latent Fingerprint Technician II | 23.85 |
| 30240 - Mathematical Technician | 20.59 |
| 30361 - Paralegal/Legal Assistant I | 17.25 |
| 30362 - Paralegal/Legal Assistant II | 21.36 |
| 30363 - Paralegal/Legal Assistant III | 26.14 |
| 30364 - Paralegal/Legal Assistant IV | 31.62 |
| 30375 - Petroleum Supply Specialist | 23.85 |
| 30390 - Photo-Optics Technician | 20.59 |
| 30395 - Radiation Control Technician | 23.85 |
| 30461 - Technical Writer I | 18.74 |
| 30462 - Technical Writer II | 22.92 |
| 30463 - Technical Writer III | 26.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 21.59 |
| 30502 - Weather Forecaster II | 26.26 |
| 30620 - Weather Observer Combined (see 2) | 18.25 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 20.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 14.10 |
| 31030 - Bus Driver | 18.04 |
| 31043 - Driver Courier | 14.42 |
| 31260 - Parking and Lot Attendant | 13.11 |
| 31290 - Shuttle Bus Driver | 14.54 |
| 31310 - Taxi Driver | 16.01 |
| 31361 - Truckdriver Light | 15.29 |
| 31362 - Truckdriver Medium | 16.24 |
| 31363 - Truckdriver Heavy | 19.69 |
| 31364 - Truckdriver Tractor-Trailer | 19.69 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.98 |
| 99050 - Desk Clerk | 9.55 |
| 99095 - Embalmer | 25.60 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 18.45 |
| I | |
| 99252 - Laboratory Animal Caretaker | 19.56 |
| II | |
| 99260 - Marketing Analyst | 23.99 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 20.77 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 16.25 |
| 99711 - Recycling Specialist | 18.45 |
| 99730 - Refuse Collector | 15.09 |
| 99810 - Sales Clerk | 11.48 |
| 99820 - School Crossing Guard | 15.09 |
| 99830 - Survey Party Chief | 18.83 |
| 99831 - Surveying Aide | 12.32 |
| 99832 - Surveying Technician | 16.90 |
| 99840 - Vending Machine Attendant | 18.45 |
| 99841 - Vending Machine Repairer | 21.95 |
| 99842 - Vending Machine Repairer | 18.45 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4603

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4603
Revision No.: 19
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Alabama

Area: Alabama Counties of Limestone Madison

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.84 |
| 01012 - Accounting Clerk II | | 17.80 |
| 01013 - Accounting Clerk III | | 19.90 |
| 01020 - Administrative Assistant | | 28.76 |
| 01035 - Court Reporter | | 19.29 |
| 01041 - Customer Service Representative I | | 13.53 |
| 01042 - Customer Service Representative II | | 15.22 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 16.61 |
| 01051 - Data Entry Operator I | 13.28 |
| 01052 - Data Entry Operator II | 14.49 |
| 01060 - Dispatcher Motor Vehicle | 19.73 |
| 01070 - Document Preparation Clerk | 15.29 |
| 01090 - Duplicating Machine Operator | 15.29 |
| 01111 - General Clerk I | 11.70 |
| 01112 - General Clerk II | 12.77 |
| 01113 - General Clerk III | 14.34 |
| 01120 - Housing Referral Assistant | 21.51 |
| 01141 - Messenger Courier | 13.22 |
| 01191 - Order Clerk I | 13.33 |
| 01192 - Order Clerk II | 15.27 |
| 01261 - Personnel Assistant (Employment) I | 16.30 |
| 01262 - Personnel Assistant (Employment) II | 18.23 |
| 01263 - Personnel Assistant (Employment) III | 20.33 |
| 01270 - Production Control Clerk | 23.21 |
| 01290 - Rental Clerk | 12.97 |
| 01300 - Scheduler Maintenance | 17.25 |
| 01311 - Secretary I | 17.25 |
| 01312 - Secretary II | 19.29 |
| 01313 - Secretary III | 21.51 |
| 01320 - Service Order Dispatcher | 16.98 |
| 01410 - Supply Technician | 28.76 |
| 01420 - Survey Worker | 16.81 |
| 01460 - Switchboard Operator/Receptionist | 13.40 |
| 01531 - Travel Clerk I | 12.22 |
| 01532 - Travel Clerk II | 12.99 |
| 01533 - Travel Clerk III | 13.78 |
| 01611 - Word Processor I | 15.36 |
| 01612 - Word Processor II | 17.25 |
| 01613 - Word Processor III | 19.29 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.73 |
| Fiberglass | |
| 05010 - Automotive Electrician | 22.52 |
| 05040 - Automotive Glass Installer | 21.46 |
| 05070 - Automotive Worker | 21.46 |
| 05110 - Mobile Equipment Servicer | 19.46 |
| 05130 - Motor Equipment Metal | 23.56 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 21.46 |
| 05190 - Motor Vehicle Mechanic | 22.29 |
| 05220 - Motor Vehicle Mechanic Helper | 17.11 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 20.48 |
| 05280 - Motor Vehicle Wrecker | 21.46 |
| 05310 - Painter Automotive | 21.31 |
| 05340 - Radiator Repair Specialist | 21.46 |
| 05370 - Tire Repairer | 13.39 |
| 05400 - Transmission Repair Specialist | 23.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.78 |
| 07041 - Cook I | 9.65 |
| 07042 - Cook II | 10.67 |
| 07070 - Dishwasher | 10.73 |
| 07130 - Food Service Worker | 9.44 |
| 07210 - Meat Cutter | 15.06 |
| 07260 - Waiter/Waitress | 8.91 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.85 |
| 09040 - Furniture Handler | 13.94 |
| 09080 - Furniture Refinisher | 19.85 |
| 09090 - Furniture Refinisher Helper | 15.94 |
| 09110 - Furniture Repairer Minor | 17.90 |
| 09130 - Upholsterer | 19.85 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.18 |
| 11060 - Elevator Operator | 12.11 |
| 11090 - Gardener | 17.95 |
| 11122 - Housekeeping Aide | 12.11 |
| 11150 - Janitor | 12.11 |
| 11210 - Laborer Grounds Maintenance | 14.44 |
| 11240 - Maid or Houseman | 10.20 |
| 11260 - Pruner | 13.05 |
| 11270 - Tractor Operator | 16.81 |
| 11330 - Trail Maintenance Worker | 14.44 |
| 11360 - Window Cleaner | 13.41 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.51 |
| 12011 - Breath Alcohol Technician | 18.34 |
| 12012 - Certified Occupational Therapist Assistant | 34.53 |
| 12015 - Certified Physical Therapist Assistant | 30.20 |
| 12020 - Dental Assistant | 16.94 |
| 12025 - Dental Hygienist | 25.39 |
| 12030 - EKG Technician | 27.79 |
| 12035 - Electroneurodiagnostic Technologist | 27.79 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 17.51 |
| 12071 - Licensed Practical Nurse I | 16.40 |
| 12072 - Licensed Practical Nurse II | 18.34 |
| 12073 - Licensed Practical Nurse III | 20.44 |
| 12100 - Medical Assistant | 14.02 |
| 12130 - Medical Laboratory Technician | 19.75 |
| Technician | |
| 12160 - Medical Record Clerk | 16.27 |
| 12190 - Medical Record Technician | 18.19 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 33.72 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.61 |
| 12222 - Nursing Assistant II | 14.19 |
| 12223 - Nursing Assistant III | 15.48 |
| 12224 - Nursing Assistant IV | 17.37 |
| 12235 - Optical Dispenser | 15.05 |
| 12236 - Optical Technician | 17.72 |
| 12250 - Pharmacy Technician | 15.95 |
| 12280 - Phlebotomist | 15.22 |
| 12305 - Radiologic Technologist | 24.95 |
| 12311 - Registered Nurse I | 22.94 |
| 12312 - Registered Nurse II | 28.08 |
| 12313 - Registered Nurse II | 28.08 |
| Specialist | |
| 12314 - Registered Nurse III | 33.97 |
| 12315 - Registered Nurse III | 33.97 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 40.70 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.72 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 17.68 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 20.09 |
| 13012 - Exhibits Specialist II | 24.89 |
| 13013 - Exhibits Specialist III | 30.45 |
| 13041 - Illustrator I | 20.09 |
| 13042 - Illustrator II | 24.89 |
| 13043 - Illustrator III | 30.45 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 15.94 |
| 13054 - Library Information Technology Systems Administrator | 24.89 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 16.14 |
| 13061 - Media Specialist I | 17.96 |
| 13062 - Media Specialist II | 20.09 |
| 13063 - Media Specialist III | 22.40 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.44 |
| 13072 - Photographer II | 18.70 |
| 13073 - Photographer III | 22.77 |
| 13074 - Photographer IV | 27.85 |
| 13075 - Photographer V | 33.71 |
| 13090 - Technical Order Library | 14.00 |
| Clerk | |
| 13110 - Video Teleconference | 17.96 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 16.87 |
| 14042 - Computer Operator II | 19.13 |
| 14043 - Computer Operator III | 21.03 |
| 14044 - Computer Operator IV | 26.16 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | (see 1) 26.86 |
| 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 | 16.87 |
| Operator | |
| 14160 - Personal Computer Support | 26.16 |
| Technician | |
| 14170 - System Support Specialist | 30.29 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 33.57 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 40.62 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 48.68 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 33.57 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 33.57 |
| 15070 - Flight Instructor (Pilot) | 48.68 |
| 15080 - Graphic Artist | 29.29 |
| 15085 - Maintenance Test Pilot Fixed | 48.68 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 48.68 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 48.68 |
| Pilot | |
| 15090 - Technical Instructor | 27.36 |
| 15095 - Technical Instructor/Course | 33.47 |
| Developer | |
| 15110 - Test Proctor | 22.27 |

| | |
|--|-------|
| 15120 - Tutor | 22.27 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.66 |
| 16030 - Counter Attendant | 9.66 |
| 16040 - Dry Cleaner | 12.13 |
| 16070 - Finisher Flatwork Machine | 9.66 |
| 16090 - Presser Hand | 9.66 |
| 16110 - Presser Machine Drycleaning | 9.66 |
| 16130 - Presser Machine Shirts | 9.66 |
| 16160 - Presser Machine Wearing | 9.66 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.82 |
| 16220 - Tailor | 13.51 |
| 16250 - Washer Machine | 10.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.44 |
| 19040 - Tool And Die Maker | 29.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.72 |
| 21030 - Material Coordinator | 23.21 |
| 21040 - Material Expediter | 23.21 |
| 21050 - Material Handling Laborer | 12.74 |
| 21071 - Order Filler | 12.52 |
| 21080 - Production Line Worker (Food Processing) | 17.72 |
| 21110 - Shipping Packer | 16.13 |
| 21130 - Shipping/Receiving Clerk | 16.13 |
| 21140 - Store Worker I | 13.73 |
| 21150 - Stock Clerk | 18.59 |
| 21210 - Tools And Parts Attendant | 17.72 |
| 21410 - Warehouse Specialist | 17.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.33 |
| 23019 - Aircraft Logs and Records | 23.45 |
| Technician | |
| 23021 - Aircraft Mechanic I | 27.16 |
| 23022 - Aircraft Mechanic II | 28.33 |
| 23023 - Aircraft Mechanic III | 29.50 |
| 23040 - Aircraft Mechanic Helper | 20.93 |
| 23050 - Aircraft Painter | 25.90 |
| 23060 - Aircraft Servicer | 23.45 |
| 23070 - Aircraft Survival Flight | 25.90 |
| Equipment Technician | |
| 23080 - Aircraft Worker | 24.61 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 24.61 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 27.16 |
| 23110 - Appliance Mechanic | 21.59 |
| 23120 - Bicycle Repairer | 19.10 |
| 23125 - Cable Splicer | 27.96 |
| 23130 - Carpenter Maintenance | 21.47 |
| 23140 - Carpet Layer | 21.11 |
| 23160 - Electrician Maintenance | 23.92 |
| 23181 - Electronics Technician Maintenance I | 23.98 |
| 23182 - Electronics Technician Maintenance II | 25.55 |
| 23183 - Electronics Technician Maintenance III | 26.62 |
| 23260 - Fabric Worker | 20.09 |
| 23290 - Fire Alarm System Mechanic | 23.46 |
| 23310 - Fire Extinguisher Repairer | 19.10 |
| 23311 - Fuel Distribution System Mechanic | 22.74 |
| 23312 - Fuel Distribution System Operator | 19.38 |
| 23370 - General Maintenance Worker | 19.49 |
| 23380 - Ground Support Equipment Mechanic | 27.16 |
| 23381 - Ground Support Equipment Servicer | 23.45 |
| 23382 - Ground Support Equipment Worker | 24.61 |
| 23391 - Gunsmith I | 19.10 |
| 23392 - Gunsmith II | 21.11 |
| 23393 - Gunsmith III | 23.31 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 21.48 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.41 |
| 23430 - Heavy Equipment Mechanic | 25.93 |
| 23440 - Heavy Equipment Operator | 20.24 |
| 23460 - Instrument Mechanic | 23.46 |
| 23465 - Laboratory/Shelter Mechanic | 22.27 |
| 23470 - Laborer | 12.74 |
| 23510 - Locksmith | 22.27 |
| 23530 - Machinery Maintenance Mechanic | 26.33 |
| 23550 - Machinist Maintenance | 22.45 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.41 |
| 23591 - Metrology Technician I | 23.46 |
| 23592 - Metrology Technician II | 24.47 |
| 23593 - Metrology Technician III | 25.44 |
| 23640 - Millwright | 25.91 |
| 23710 - Office Appliance Repairer | 22.90 |
| 23760 - Painter Maintenance | 17.56 |
| 23790 - Pipefitter Maintenance | 27.11 |
| 23810 - Plumber Maintenance | 25.91 |
| 23820 - Pneudraulic Systems Mechanic | 23.31 |
| 23850 - Rigger | 23.31 |
| 23870 - Scale Mechanic | 21.11 |
| 23890 - Sheet-Metal Worker | 22.76 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 21.11 |
| 23931 - Telecommunications Mechanic | 26.11 |
| I | |
| 23932 - Telecommunications Mechanic | 27.24 |
| II | |
| 23950 - Telephone Lineman | 21.56 |
| 23960 - Welder Combination | 18.38 |
| Maintenance | |
| 23965 - Well Driller | 24.41 |
| 23970 - Woodcraft Worker | 23.31 |
| 23980 - Woodworker | 19.10 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 16.51 |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 12.93 |
| 24610 - Chore Aide | 10.19 |
| 24620 - Family Readiness And Support | 16.51 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 16.51 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 23.31 |
| 25040 - Sewage Plant Operator | 26.33 |
| 25070 - Stationary Engineer | 23.31 |
| 25190 - Ventilation Equipment Tender | 17.89 |
| 25210 - Water Treatment Plant | 26.33 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.79 |
| 27007 - Baggage Inspector | 13.29 |
| 27008 - Corrections Officer | 21.19 |
| 27010 - Court Security Officer | 21.23 |
| 27030 - Detection Dog Handler | 14.86 |
| 27040 - Detention Officer | 21.19 |
| 27070 - Firefighter | 21.28 |

| | |
|--|-------|
| 27101 - Guard I | 13.29 |
| 27102 - Guard II | 14.86 |
| 27131 - Police Officer I | 23.09 |
| 27132 - Police Officer II | 25.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.72 |
| 28042 - Carnival Equipment Repairer | 12.52 |
| 28043 - Carnival Worker | 9.10 |
| 28210 - Gate Attendant/Gate Tender | 15.59 |
| 28310 - Lifeguard | 12.21 |
| 28350 - Park Attendant (Aide) | 17.44 |
| 28510 - Recreation Aide/Health | 12.72 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 21.59 |
| 28630 - Sports Official | 13.88 |
| 28690 - Swimming Pool Operator | 15.65 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 21.11 |
| 29020 - Hatch Tender | 21.11 |
| 29030 - Line Handler | 21.11 |
| 29041 - Stevedore I | 20.09 |
| 29042 - Stevedore II | 22.27 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 41.64 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 28.72 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 31.62 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 18.60 |
| 30022 - Archeological Technician II | 20.81 |
| 30023 - Archeological Technician III | 25.48 |
| 30030 - Cartographic Technician | 25.48 |
| 30040 - Civil Engineering Technician | 24.25 |
| 30051 - Cryogenic Technician I | 28.55 |
| 30052 - Cryogenic Technician II | 31.54 |
| 30061 - Drafter/CAD Operator I | 18.60 |
| 30062 - Drafter/CAD Operator II | 20.81 |
| 30063 - Drafter/CAD Operator III | 23.21 |
| 30064 - Drafter/CAD Operator IV | 28.55 |
| 30081 - Engineering Technician I | 15.98 |
| 30082 - Engineering Technician II | 18.00 |
| 30083 - Engineering Technician III | 21.00 |
| 30084 - Engineering Technician IV | 28.62 |
| 30085 - Engineering Technician V | 33.81 |
| 30086 - Engineering Technician VI | 40.89 |
| 30090 - Environmental Technician | 25.48 |
| 30095 - Evidence Control Specialist | 22.41 |
| 30210 - Laboratory Technician | 25.18 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 28.55 |
| 30222 - Latent Fingerprint Technician II | 31.54 |
| 30240 - Mathematical Technician | 28.03 |
| 30361 - Paralegal/Legal Assistant I | 19.20 |
| 30362 - Paralegal/Legal Assistant II | 23.78 |
| 30363 - Paralegal/Legal Assistant III | 29.10 |
| 30364 - Paralegal/Legal Assistant IV | 35.20 |
| 30375 - Petroleum Supply Specialist | 27.41 |
| 30390 - Photo-Optics Technician | 25.48 |
| 30395 - Radiation Control Technician | 27.41 |
| 30461 - Technical Writer I | 23.37 |
| 30462 - Technical Writer II | 28.60 |
| 30463 - Technical Writer III | 34.60 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.46 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 38.38 |
| 30494 - Unexploded (UXO) Safety Escort | 26.46 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.46 |
| 30501 - Weather Forecaster I | 28.55 |
| 30502 - Weather Forecaster II | 34.73 |
| 30620 - Weather Observer Combined (see 2) | 23.21 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 25.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 32.02 |
| 31020 - Bus Aide | 12.70 |
| 31030 - Bus Driver | 16.61 |
| 31043 - Driver Courier | 14.96 |
| 31260 - Parking and Lot Attendant | 11.89 |
| 31290 - Shuttle Bus Driver | 16.25 |
| 31310 - Taxi Driver | 11.55 |
| 31361 - Truckdriver Light | 16.25 |
| 31362 - Truckdriver Medium | 16.82 |
| 31363 - Truckdriver Heavy | 18.61 |
| 31364 - Truckdriver Tractor-Trailer | 18.61 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.61 |
| 99030 - Cashier | 10.27 |
| 99050 - Desk Clerk | 9.85 |
| 99095 - Embalmer | 26.46 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 26.46 |
| 99251 - Laboratory Animal Caretaker | 11.46 |
| I | |
| 99252 - Laboratory Animal Caretaker | 13.46 |
| II | |
| 99260 - Marketing Analyst | 28.53 |
| 99310 - Mortician | 26.46 |
| 99410 - Pest Controller | 18.47 |
| 99510 - Photofinishing Worker | 13.91 |
| 99710 - Recycling Laborer | 19.63 |
| 99711 - Recycling Specialist | 22.84 |
| 99730 - Refuse Collector | 17.73 |
| 99810 - Sales Clerk | 12.19 |
| 99820 - School Crossing Guard | 13.95 |
| 99830 - Survey Party Chief | 21.37 |
| 99831 - Surveying Aide | 13.16 |
| 99832 - Surveying Technician | 18.02 |
| 99840 - Vending Machine Attendant | 19.75 |
| 99841 - Vending Machine Repairer | 23.31 |
| 99842 - Vending Machine Repairer | 19.75 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4605

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4605
Revision No.: 15
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Alabama

Area: Alabama County of Mobile

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.85 |
| 01012 - Accounting Clerk II | | 16.67 |
| 01013 - Accounting Clerk III | | 18.65 |
| 01020 - Administrative Assistant | | 28.87 |
| 01035 - Court Reporter | | 19.76 |
| 01041 - Customer Service Representative I | | 12.47 |
| 01042 - Customer Service Representative II | | 13.96 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.28 |
| 01051 - Data Entry Operator I | 14.35 |
| 01052 - Data Entry Operator II | 15.66 |
| 01060 - Dispatcher Motor Vehicle | 20.65 |
| 01070 - Document Preparation Clerk | 12.18 |
| 01090 - Duplicating Machine Operator | 12.18 |
| 01111 - General Clerk I | 12.22 |
| 01112 - General Clerk II | 13.33 |
| 01113 - General Clerk III | 14.96 |
| 01120 - Housing Referral Assistant | 19.61 |
| 01141 - Messenger Courier | 14.70 |
| 01191 - Order Clerk I | 14.93 |
| 01192 - Order Clerk II | 16.29 |
| 01261 - Personnel Assistant (Employment) I | 17.24 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 28.08 |
| 01290 - Rental Clerk | 14.27 |
| 01300 - Scheduler Maintenance | 15.73 |
| 01311 - Secretary I | 15.73 |
| 01312 - Secretary II | 17.60 |
| 01313 - Secretary III | 19.61 |
| 01320 - Service Order Dispatcher | 18.71 |
| 01410 - Supply Technician | 28.87 |
| 01420 - Survey Worker | 17.56 |
| 01460 - Switchboard Operator/Receptionist | 12.61 |
| 01531 - Travel Clerk I | 13.04 |
| 01532 - Travel Clerk II | 13.85 |
| 01533 - Travel Clerk III | 14.50 |
| 01611 - Word Processor I | 14.43 |
| 01612 - Word Processor II | 16.20 |
| 01613 - Word Processor III | 18.12 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 22.23 |
| Fiberglass | |
| 05010 - Automotive Electrician | 18.52 |
| 05040 - Automotive Glass Installer | 17.26 |
| 05070 - Automotive Worker | 17.26 |
| 05110 - Mobile Equipment Servicer | 14.74 |
| 05130 - Motor Equipment Metal | 19.75 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.26 |
| 05190 - Motor Vehicle Mechanic | 19.75 |
| 05220 - Motor Vehicle Mechanic Helper | 13.47 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 15.98 |
| 05280 - Motor Vehicle Wrecker | 17.26 |
| 05310 - Painter Automotive | 18.52 |
| 05340 - Radiator Repair Specialist | 17.26 |
| 05370 - Tire Repairer | 12.21 |
| 05400 - Transmission Repair Specialist | 19.75 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.00 |
| 07041 - Cook I | 9.81 |
| 07042 - Cook II | 11.49 |
| 07070 - Dishwasher | 9.51 |
| 07130 - Food Service Worker | 9.53 |
| 07210 - Meat Cutter | 22.20 |
| 07260 - Waiter/Waitress | 9.17 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.04 |
| 09040 - Furniture Handler | 11.86 |
| 09080 - Furniture Refinisher | 19.97 |
| 09090 - Furniture Refinisher Helper | 14.56 |
| 09110 - Furniture Repairer Minor | 17.23 |
| 09130 - Upholsterer | 19.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.50 |
| 11060 - Elevator Operator | 13.50 |
| 11090 - Gardener | 17.26 |
| 11122 - Housekeeping Aide | 10.85 |
| 11150 - Janitor | 10.85 |
| 11210 - Laborer Grounds Maintenance | 12.84 |
| 11240 - Maid or Houseman | 9.35 |
| 11260 - Pruner | 12.90 |
| 11270 - Tractor Operator | 15.78 |
| 11330 - Trail Maintenance Worker | 12.84 |
| 11360 - Window Cleaner | 12.31 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.10 |
| 12011 - Breath Alcohol Technician | 18.51 |
| 12012 - Certified Occupational Therapist Assistant | 25.39 |
| 12015 - Certified Physical Therapist Assistant | 29.92 |
| 12020 - Dental Assistant | 14.86 |
| 12025 - Dental Hygienist | 27.40 |
| 12030 - EKG Technician | 25.98 |
| 12035 - Electroneurodiagnostic Technologist | 25.98 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 16.10 |
| 12071 - Licensed Practical Nurse I | 16.54 |
| 12072 - Licensed Practical Nurse II | 18.51 |
| 12073 - Licensed Practical Nurse III | 20.63 |
| 12100 - Medical Assistant | 13.80 |
| 12130 - Medical Laboratory Technician | 21.10 |
| Technician | |
| 12160 - Medical Record Clerk | 15.28 |
| 12190 - Medical Record Technician | 17.09 |
| 12195 - Medical Transcriptionist | 17.32 |
| 12210 - Nuclear Medicine | 37.30 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.43 |
| 12222 - Nursing Assistant II | 12.84 |
| 12223 - Nursing Assistant III | 14.02 |
| 12224 - Nursing Assistant IV | 15.74 |
| 12235 - Optical Dispenser | 15.23 |
| 12236 - Optical Technician | 16.54 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 15.51 |
| 12305 - Radiologic Technologist | 23.25 |
| 12311 - Registered Nurse I | 22.72 |
| 12312 - Registered Nurse II | 27.80 |
| 12313 - Registered Nurse II | 27.80 |
| Specialist | |
| 12314 - Registered Nurse III | 33.63 |
| 12315 - Registered Nurse III | 33.63 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 40.31 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.92 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 20.40 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.65 |
| 13012 - Exhibits Specialist II | 24.34 |
| 13013 - Exhibits Specialist III | 29.77 |
| 13041 - Illustrator I | 20.65 |
| 13042 - Illustrator II | 24.45 |
| 13043 - Illustrator III | 29.77 |
| 13047 - Librarian | 26.96 |
| 13050 - Library Aide/Clerk | 11.78 |
| 13054 - Library Information | 24.34 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 16.59 |
| 13061 - Media Specialist I | 17.56 |
| 13062 - Media Specialist II | 19.65 |
| 13063 - Media Specialist III | 21.91 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.10 |
| 13072 - Photographer II | 17.97 |
| 13073 - Photographer III | 22.25 |
| 13074 - Photographer IV | 27.23 |
| 13075 - Photographer V | 32.93 |
| 13090 - Technical Order Library | 15.74 |
| Clerk | |
| 13110 - Video Teleconference | 16.08 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 17.38 |
| 14042 - Computer Operator II | 18.60 |
| 14043 - Computer Operator III | 20.74 |
| 14044 - Computer Operator IV | 23.03 |
| 14045 - Computer Operator V | 25.51 |
| 14071 - Computer Programmer I | (see 1) 25.31 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 17.38 |
| Operator | |
| 14160 - Personal Computer Support | 23.03 |
| Technician | |
| 14170 - System Support Specialist | 28.74 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 27.79 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 33.59 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 40.26 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 27.79 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 33.58 |
| 15070 - Flight Instructor (Pilot) | 40.26 |
| 15080 - Graphic Artist | 20.90 |
| 15085 - Maintenance Test Pilot Fixed | 40.26 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 40.26 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 40.26 |
| Pilot | |
| 15090 - Technical Instructor | 23.83 |
| 15095 - Technical Instructor/Course | 29.15 |
| Developer | |
| 15110 - Test Proctor | 19.24 |

| | |
|--|-------|
| 15120 - Tutor | 19.24 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.32 |
| 16030 - Counter Attendant | 10.32 |
| 16040 - Dry Cleaner | 11.95 |
| 16070 - Finisher Flatwork Machine | 10.32 |
| 16090 - Presser Hand | 10.32 |
| 16110 - Presser Machine Drycleaning | 10.32 |
| 16130 - Presser Machine Shirts | 10.32 |
| 16160 - Presser Machine Wearing | 10.32 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.65 |
| 16220 - Tailor | 13.40 |
| 16250 - Washer Machine | 10.77 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.96 |
| 19040 - Tool And Die Maker | 28.35 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.47 |
| 21030 - Material Coordinator | 27.93 |
| 21040 - Material Expediter | 27.93 |
| 21050 - Material Handling Laborer | 13.07 |
| 21071 - Order Filler | 12.40 |
| 21080 - Production Line Worker (Food Processing) | 17.47 |
| 21110 - Shipping Packer | 18.57 |
| 21130 - Shipping/Receiving Clerk | 18.57 |
| 21140 - Store Worker I | 12.41 |
| 21150 - Stock Clerk | 18.22 |
| 21210 - Tools And Parts Attendant | 17.47 |
| 21410 - Warehouse Specialist | 17.47 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.24 |
| 23019 - Aircraft Logs and Records Technician | 22.48 |
| 23021 - Aircraft Mechanic I | 27.79 |
| 23022 - Aircraft Mechanic II | 29.24 |
| 23023 - Aircraft Mechanic III | 30.70 |
| 23040 - Aircraft Mechanic Helper | 18.94 |
| 23050 - Aircraft Painter | 26.05 |
| 23060 - Aircraft Servicer | 22.48 |
| 23070 - Aircraft Survival Flight Equipment Technician | 26.05 |
| 23080 - Aircraft Worker | 24.28 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 24.28 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 27.79 |
| 23110 - Appliance Mechanic | 22.96 |
| 23120 - Bicycle Repairer | 18.19 |
| 23125 - Cable Splicer | 35.84 |
| 23130 - Carpenter Maintenance | 19.22 |
| 23140 - Carpet Layer | 21.40 |
| 23160 - Electrician Maintenance | 23.92 |
| 23181 - Electronics Technician Maintenance I | 31.42 |
| 23182 - Electronics Technician Maintenance II | 33.71 |
| 23183 - Electronics Technician Maintenance III | 35.95 |
| 23260 - Fabric Worker | 19.82 |
| 23290 - Fire Alarm System Mechanic | 24.93 |
| 23310 - Fire Extinguisher Repairer | 18.27 |
| 23311 - Fuel Distribution System Mechanic | 21.69 |
| 23312 - Fuel Distribution System Operator | 16.18 |
| 23370 - General Maintenance Worker | 16.94 |
| 23380 - Ground Support Equipment Mechanic | 27.79 |
| 23381 - Ground Support Equipment Servicer | 22.48 |
| 23382 - Ground Support Equipment Worker | 24.28 |
| 23391 - Gunsmith I | 18.27 |
| 23392 - Gunsmith II | 21.40 |
| 23393 - Gunsmith III | 24.49 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 20.56 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 21.64 |
| 23430 - Heavy Equipment Mechanic | 22.83 |
| 23440 - Heavy Equipment Operator | 20.53 |
| 23460 - Instrument Mechanic | 25.16 |
| 23465 - Laboratory/Shelter Mechanic | 22.96 |
| 23470 - Laborer | 13.07 |
| 23510 - Locksmith | 22.96 |
| 23530 - Machinery Maintenance Mechanic | 30.60 |
| 23550 - Machinist Maintenance | 25.52 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 25.16 |
| 23592 - Metrology Technician II | 26.47 |
| 23593 - Metrology Technician III | 27.80 |
| 23640 - Millwright | 26.18 |
| 23710 - Office Appliance Repairer | 18.65 |
| 23760 - Painter Maintenance | 18.08 |
| 23790 - Pipefitter Maintenance | 25.51 |
| 23810 - Plumber Maintenance | 23.92 |
| 23820 - Pneudraulic Systems Mechanic | 24.49 |
| 23850 - Rigger | 24.64 |
| 23870 - Scale Mechanic | 21.40 |
| 23890 - Sheet-Metal Worker | 20.31 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 17.63 |
| 23931 - Telecommunications Mechanic | 31.27 |
| I | |
| 23932 - Telecommunications Mechanic | 32.90 |
| II | |
| 23950 - Telephone Lineman | 24.49 |
| 23960 - Welder Combination | 25.73 |
| Maintenance | |
| 23965 - Well Driller | 24.49 |
| 23970 - Woodcraft Worker | 24.49 |
| 23980 - Woodworker | 18.27 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.70 |
| 24570 - Child Care Attendant | 8.87 |
| 24580 - Child Care Center Clerk | 12.46 |
| 24610 - Chore Aide | 9.64 |
| 24620 - Family Readiness And Support | 15.70 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 15.70 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 24.49 |
| 25040 - Sewage Plant Operator | 21.05 |
| 25070 - Stationary Engineer | 24.49 |
| 25190 - Ventilation Equipment Tender | 16.69 |
| 25210 - Water Treatment Plant | 20.77 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.55 |
| 27007 - Baggage Inspector | 11.43 |
| 27008 - Corrections Officer | 17.95 |
| 27010 - Court Security Officer | 15.97 |
| 27030 - Detection Dog Handler | 12.78 |
| 27040 - Detention Officer | 17.95 |
| 27070 - Firefighter | 14.34 |

| | |
|--------------------------------------|-------|
| 27101 - Guard I | 11.43 |
| 27102 - Guard II | 12.78 |
| 27131 - Police Officer I | 20.69 |
| 27132 - Police Officer II | 22.99 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.80 |
| 28042 - Carnival Equipment Repairer | 14.01 |
| 28043 - Carnival Worker | 9.19 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health | 11.43 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 17.00 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 16.97 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 27.63 |
| 29020 - Hatch Tender | 27.63 |
| 29030 - Line Handler | 27.63 |
| 29041 - Stevedore I | 25.58 |
| 29042 - Stevedore II | 29.64 |
| 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 | 17.92 |
| 30022 - Archeological Technician II | 20.06 |
| 30023 - Archeological Technician III | 24.84 |
| 30030 - Cartographic Technician | 24.84 |
| 30040 - Civil Engineering Technician | 23.17 |
| 30051 - Cryogenic Technician I | 27.52 |
| 30052 - Cryogenic Technician II | 30.39 |
| 30061 - Drafter/CAD Operator I | 17.92 |
| 30062 - Drafter/CAD Operator II | 20.06 |
| 30063 - Drafter/CAD Operator III | 22.36 |
| 30064 - Drafter/CAD Operator IV | 27.52 |
| 30081 - Engineering Technician I | 16.87 |
| 30082 - Engineering Technician II | 18.93 |
| 30083 - Engineering Technician III | 21.17 |
| 30084 - Engineering Technician IV | 26.24 |
| 30085 - Engineering Technician V | 32.10 |
| 30086 - Engineering Technician VI | 38.83 |
| 30090 - Environmental Technician | 22.68 |
| 30095 - Evidence Control Specialist | 24.84 |
| 30210 - Laboratory Technician | 30.28 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 27.52 |
| 30222 - Latent Fingerprint Technician II | 30.39 |
| 30240 - Mathematical Technician | 26.22 |
| 30361 - Paralegal/Legal Assistant I | 18.91 |
| 30362 - Paralegal/Legal Assistant II | 23.42 |
| 30363 - Paralegal/Legal Assistant III | 28.65 |
| 30364 - Paralegal/Legal Assistant IV | 34.66 |
| 30375 - Petroleum Supply Specialist | 30.39 |
| 30390 - Photo-Optics Technician | 24.69 |
| 30395 - Radiation Control Technician | 30.39 |
| 30461 - Technical Writer I | 24.41 |
| 30462 - Technical Writer II | 29.85 |
| 30463 - Technical Writer III | 35.44 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 27.52 |
| 30502 - Weather Forecaster II | 33.47 |
| 30620 - Weather Observer Combined (see 2) | 22.65 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 24.84 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 9.79 |
| 31030 - Bus Driver | 14.28 |
| 31043 - Driver Courier | 12.71 |
| 31260 - Parking and Lot Attendant | 10.51 |
| 31290 - Shuttle Bus Driver | 13.91 |
| 31310 - Taxi Driver | 10.53 |
| 31361 - Truckdriver Light | 13.91 |
| 31362 - Truckdriver Medium | 15.27 |
| 31363 - Truckdriver Heavy | 21.17 |
| 31364 - Truckdriver Tractor-Trailer | 21.17 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.64 |
| 99050 - Desk Clerk | 10.56 |
| 99095 - Embalmer | 25.60 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 12.67 |
| I | |
| 99252 - Laboratory Animal Caretaker | 14.41 |
| II | |
| 99260 - Marketing Analyst | 26.89 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 17.48 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 17.36 |
| 99711 - Recycling Specialist | 21.31 |
| 99730 - Refuse Collector | 15.30 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 14.11 |
| 99830 - Survey Party Chief | 25.19 |
| 99831 - Surveying Aide | 16.38 |
| 99832 - Surveying Technician | 22.43 |
| 99840 - Vending Machine Attendant | 18.91 |
| 99841 - Vending Machine Repairer | 21.43 |
| 99842 - Vending Machine Repairer | 18.91 |
| 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 \$797.33 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4607

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4607
Revision No.: 15
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Alabama

Area: Alabama Counties of Autauga Elmore Lowndes Montgomery

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.90 |
| 01012 - Accounting Clerk II | | 15.61 |
| 01013 - Accounting Clerk III | | 17.46 |
| 01020 - Administrative Assistant | | 28.91 |
| 01035 - Court Reporter | | 20.08 |
| 01041 - Customer Service Representative I | | 13.15 |
| 01042 - Customer Service Representative II | | 14.78 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 16.13 |
| 01051 - Data Entry Operator I | 13.73 |
| 01052 - Data Entry Operator II | 14.98 |
| 01060 - Dispatcher Motor Vehicle | 22.03 |
| 01070 - Document Preparation Clerk | 14.10 |
| 01090 - Duplicating Machine Operator | 14.10 |
| 01111 - General Clerk I | 12.69 |
| 01112 - General Clerk II | 13.84 |
| 01113 - General Clerk III | 15.54 |
| 01120 - Housing Referral Assistant | 19.21 |
| 01141 - Messenger Courier | 11.49 |
| 01191 - Order Clerk I | 14.05 |
| 01192 - Order Clerk II | 15.33 |
| 01261 - Personnel Assistant (Employment) I | 17.51 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 25.47 |
| 01290 - Rental Clerk | 12.77 |
| 01300 - Scheduler Maintenance | 15.40 |
| 01311 - Secretary I | 15.40 |
| 01312 - Secretary II | 17.23 |
| 01313 - Secretary III | 19.21 |
| 01320 - Service Order Dispatcher | 19.69 |
| 01410 - Supply Technician | 28.91 |
| 01420 - Survey Worker | 15.86 |
| 01460 - Switchboard Operator/Receptionist | 13.09 |
| 01531 - Travel Clerk I | 16.35 |
| 01532 - Travel Clerk II | 17.48 |
| 01533 - Travel Clerk III | 18.46 |
| 01611 - Word Processor I | 13.63 |
| 01612 - Word Processor II | 15.31 |
| 01613 - Word Processor III | 17.12 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 22.51 |
| Fiberglass | |
| 05010 - Automotive Electrician | 21.38 |
| 05040 - Automotive Glass Installer | 20.19 |
| 05070 - Automotive Worker | 20.19 |
| 05110 - Mobile Equipment Servicer | 17.57 |
| 05130 - Motor Equipment Metal | 22.59 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 20.19 |
| 05190 - Motor Vehicle Mechanic | 22.59 |
| 05220 - Motor Vehicle Mechanic Helper | 16.35 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 18.89 |
| 05280 - Motor Vehicle Wrecker | 20.19 |
| 05310 - Painter Automotive | 21.38 |
| 05340 - Radiator Repair Specialist | 20.19 |
| 05370 - Tire Repairer | 12.93 |
| 05400 - Transmission Repair Specialist | 22.59 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.02 |
| 07041 - Cook I | 9.18 |
| 07042 - Cook II | 10.55 |
| 07070 - Dishwasher | 10.02 |
| 07130 - Food Service Worker | 11.18 |
| 07210 - Meat Cutter | 15.70 |
| 07260 - Waiter/Waitress | 8.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.63 |
| 09040 - Furniture Handler | 12.18 |
| 09080 - Furniture Refinisher | 18.63 |
| 09090 - Furniture Refinisher Helper | 14.26 |
| 09110 - Furniture Repairer Minor | 16.46 |
| 09130 - Upholsterer | 18.63 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 9.76 |
| 11060 - Elevator Operator | 10.73 |
| 11090 - Gardener | 16.10 |
| 11122 - Housekeeping Aide | 10.73 |
| 11150 - Janitor | 10.73 |
| 11210 - Laborer Grounds Maintenance | 12.81 |
| 11240 - Maid or Houseman | 9.72 |
| 11260 - Pruner | 11.71 |
| 11270 - Tractor Operator | 14.99 |
| 11330 - Trail Maintenance Worker | 12.81 |
| 11360 - Window Cleaner | 11.72 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.66 |
| 12011 - Breath Alcohol Technician | 18.01 |
| 12012 - Certified Occupational Therapist Assistant | 25.51 |
| 12015 - Certified Physical Therapist Assistant | 27.83 |
| 12020 - Dental Assistant | 16.01 |
| 12025 - Dental Hygienist | 27.88 |
| 12030 - EKG Technician | 25.79 |
| 12035 - Electroneurodiagnostic Technologist | 25.79 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 15.66 |
| 12071 - Licensed Practical Nurse I | 16.10 |
| 12072 - Licensed Practical Nurse II | 18.01 |
| 12073 - Licensed Practical Nurse III | 20.07 |
| 12100 - Medical Assistant | 13.73 |
| 12130 - Medical Laboratory Technician | 21.03 |
| Technician | |
| 12160 - Medical Record Clerk | 15.53 |
| 12190 - Medical Record Technician | 17.37 |
| 12195 - Medical Transcriptionist | 16.62 |
| 12210 - Nuclear Medicine | 39.57 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.82 |
| 12222 - Nursing Assistant II | 13.29 |
| 12223 - Nursing Assistant III | 14.49 |
| 12224 - Nursing Assistant IV | 16.28 |
| 12235 - Optical Dispenser | 17.08 |
| 12236 - Optical Technician | 15.35 |
| 12250 - Pharmacy Technician | 14.42 |
| 12280 - Phlebotomist | 16.45 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 24.61 |
| 12312 - Registered Nurse II | 30.11 |
| 12313 - Registered Nurse II | 30.11 |
| Specialist | |
| 12314 - Registered Nurse III | 36.43 |
| 12315 - Registered Nurse III | 36.43 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 43.66 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.31 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 23.31 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 20.35 |
| 13012 - Exhibits Specialist II | 25.20 |
| 13013 - Exhibits Specialist III | 30.83 |
| 13041 - Illustrator I | 20.35 |
| 13042 - Illustrator II | 25.20 |
| 13043 - Illustrator III | 30.83 |
| 13047 - Librarian | 27.91 |
| 13050 - Library Aide/Clerk | 12.80 |
| 13054 - Library Information | 25.20 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 19.56 |
| 13061 - Media Specialist I | 18.19 |
| 13062 - Media Specialist II | 20.35 |
| 13063 - Media Specialist III | 22.68 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.31 |
| 13072 - Photographer II | 19.36 |
| 13073 - Photographer III | 23.98 |
| 13074 - Photographer IV | 29.33 |
| 13075 - Photographer V | 35.50 |
| 13090 - Technical Order Library | 16.22 |
| Clerk | |
| 13110 - Video Teleconference | 22.05 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 17.19 |
| 14042 - Computer Operator II | 19.06 |
| 14043 - Computer Operator III | 21.24 |
| 14044 - Computer Operator IV | 23.61 |
| 14045 - Computer Operator V | 26.15 |
| 14071 - Computer Programmer I | (see 1) 21.65 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 17.19 |
| Operator | |
| 14160 - Personal Computer Support | 23.98 |
| Technician | |
| 14170 - System Support Specialist | 29.51 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 30.08 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 36.39 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 43.62 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 30.08 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 41.45 |
| 15070 - Flight Instructor (Pilot) | 43.62 |
| 15080 - Graphic Artist | 20.72 |
| 15085 - Maintenance Test Pilot Fixed | 43.45 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 43.45 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 43.45 |
| Pilot | |
| 15090 - Technical Instructor | 25.00 |
| 15095 - Technical Instructor/Course | 30.59 |
| Developer | |
| 15110 - Test Proctor | 20.20 |

| | |
|--|-------|
| 15120 - Tutor | 20.20 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.65 |
| 16030 - Counter Attendant | 9.65 |
| 16040 - Dry Cleaner | 11.70 |
| 16070 - Finisher Flatwork Machine | 9.65 |
| 16090 - Presser Hand | 9.65 |
| 16110 - Presser Machine Drycleaning | 9.65 |
| 16130 - Presser Machine Shirts | 9.65 |
| 16160 - Presser Machine Wearing | 9.65 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.39 |
| 16220 - Tailor | 13.09 |
| 16250 - Washer Machine | 10.34 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.83 |
| 19040 - Tool And Die Maker | 28.10 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.04 |
| 21030 - Material Coordinator | 25.47 |
| 21040 - Material Expediter | 25.47 |
| 21050 - Material Handling Laborer | 12.24 |
| 21071 - Order Filler | 12.39 |
| 21080 - Production Line Worker (Food Processing) | 15.04 |
| 21110 - Shipping Packer | 15.41 |
| 21130 - Shipping/Receiving Clerk | 15.41 |
| 21140 - Store Worker I | 12.34 |
| 21150 - Stock Clerk | 15.48 |
| 21210 - Tools And Parts Attendant | 15.04 |
| 21410 - Warehouse Specialist | 15.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 33.87 |
| 23019 - Aircraft Logs and Records Technician | 26.77 |
| 23021 - Aircraft Mechanic I | 32.01 |
| 23022 - Aircraft Mechanic II | 33.87 |
| 23023 - Aircraft Mechanic III | 35.56 |
| 23040 - Aircraft Mechanic Helper | 23.17 |
| 23050 - Aircraft Painter | 30.29 |
| 23060 - Aircraft Servicer | 26.77 |
| 23070 - Aircraft Survival Flight Equipment Technician | 30.29 |
| 23080 - Aircraft Worker | 28.61 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 28.61 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 32.01 |
| 23110 - Appliance Mechanic | 22.93 |
| 23120 - Bicycle Repairer | 18.06 |
| 23125 - Cable Splicer | 41.28 |
| 23130 - Carpenter Maintenance | 17.94 |
| 23140 - Carpet Layer | 21.66 |
| 23160 - Electrician Maintenance | 21.93 |
| 23181 - Electronics Technician Maintenance I | 28.67 |
| 23182 - Electronics Technician Maintenance II | 30.35 |
| 23183 - Electronics Technician Maintenance III | 32.09 |
| 23260 - Fabric Worker | 20.27 |
| 23290 - Fire Alarm System Mechanic | 27.10 |
| 23310 - Fire Extinguisher Repairer | 18.85 |
| 23311 - Fuel Distribution System Mechanic | 22.21 |
| 23312 - Fuel Distribution System Operator | 17.27 |
| 23370 - General Maintenance Worker | 18.43 |
| 23380 - Ground Support Equipment Mechanic | 32.01 |
| 23381 - Ground Support Equipment Servicer | 26.77 |
| 23382 - Ground Support Equipment Worker | 28.61 |
| 23391 - Gunsmith I | 18.85 |
| 23392 - Gunsmith II | 21.66 |
| 23393 - Gunsmith III | 24.24 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 23.81 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 25.19 |
| 23430 - Heavy Equipment Mechanic | 23.77 |
| 23440 - Heavy Equipment Operator | 17.55 |
| 23460 - Instrument Mechanic | 24.24 |
| 23465 - Laboratory/Shelter Mechanic | 22.93 |
| 23470 - Laborer | 11.91 |
| 23510 - Locksmith | 20.98 |
| 23530 - Machinery Maintenance Mechanic | 25.88 |
| 23550 - Machinist Maintenance | 21.02 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 13.43 |
| 23591 - Metrology Technician I | 24.24 |
| 23592 - Metrology Technician II | 25.64 |
| 23593 - Metrology Technician III | 26.93 |
| 23640 - Millwright | 24.24 |
| 23710 - Office Appliance Repairer | 21.60 |
| 23760 - Painter Maintenance | 17.68 |
| 23790 - Pipefitter Maintenance | 24.11 |
| 23810 - Plumber Maintenance | 22.81 |
| 23820 - Pneudraulic Systems Mechanic | 24.24 |
| 23850 - Rigger | 24.24 |
| 23870 - Scale Mechanic | 21.66 |
| 23890 - Sheet-Metal Worker | 20.96 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.58 |
| 23931 - Telecommunications Mechanic | 25.84 |
| I | |
| 23932 - Telecommunications Mechanic | 27.32 |
| II | |
| 23950 - Telephone Lineman | 21.92 |
| 23960 - Welder Combination | 20.96 |
| Maintenance | |
| 23965 - Well Driller | 24.24 |
| 23970 - Woodcraft Worker | 24.24 |
| 23980 - Woodworker | 18.85 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.70 |
| 24570 - Child Care Attendant | 10.31 |
| 24580 - Child Care Center Clerk | 13.33 |
| 24610 - Chore Aide | 9.40 |
| 24620 - Family Readiness And Support | 15.70 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 16.50 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 24.24 |
| 25040 - Sewage Plant Operator | 21.13 |
| 25070 - Stationary Engineer | 24.24 |
| 25190 - Ventilation Equipment Tender | 17.54 |
| 25210 - Water Treatment Plant | 21.13 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.87 |
| 27007 - Baggage Inspector | 12.18 |
| 27008 - Corrections Officer | 19.44 |
| 27010 - Court Security Officer | 20.98 |
| 27030 - Detection Dog Handler | 13.63 |
| 27040 - Detention Officer | 19.44 |
| 27070 - Firefighter | 22.51 |

| | |
|--|---------------|
| 27101 - Guard I | 12.18 |
| 27102 - Guard II | 13.63 |
| 27131 - Police Officer I | 20.68 |
| 27132 - Police Officer II | 22.98 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.55 |
| 28042 - Carnival Equipment Repairer | 13.49 |
| 28043 - Carnival Worker | 9.81 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 11.64 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health | 11.81 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 17.73 |
| 28630 - Sports Official | 12.89 |
| 28690 - Swimming Pool Operator | 15.50 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 22.56 |
| 29020 - Hatch Tender | 22.56 |
| 29030 - Line Handler | 22.56 |
| 29041 - Stevedore I | 21.10 |
| 29042 - Stevedore II | 23.88 |
| 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 | 18.27 |
| 30022 - Archeological Technician II | 20.15 |
| 30023 - Archeological Technician III | 25.56 |
| 30030 - Cartographic Technician | 25.56 |
| 30040 - Civil Engineering Technician | 22.06 |
| 30051 - Cryogenic Technician I | 28.31 |
| 30052 - Cryogenic Technician II | 30.97 |
| 30061 - Drafter/CAD Operator I | 18.27 |
| 30062 - Drafter/CAD Operator II | 20.15 |
| 30063 - Drafter/CAD Operator III | 23.00 |
| 30064 - Drafter/CAD Operator IV | 28.31 |
| 30081 - Engineering Technician I | 15.76 |
| 30082 - Engineering Technician II | 17.70 |
| 30083 - Engineering Technician III | 20.74 |
| 30084 - Engineering Technician IV | 24.52 |
| 30085 - Engineering Technician V | 29.99 |
| 30086 - Engineering Technician VI | 36.29 |
| 30090 - Environmental Technician | 25.56 |
| 30095 - Evidence Control Specialist | 25.30 |
| 30210 - Laboratory Technician | 25.97 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 25.48 |
| 30222 - Latent Fingerprint Technician II | 28.15 |
| 30240 - Mathematical Technician | 25.56 |
| 30361 - Paralegal/Legal Assistant I | 19.68 |
| 30362 - Paralegal/Legal Assistant II | 24.44 |
| 30363 - Paralegal/Legal Assistant III | 29.90 |
| 30364 - Paralegal/Legal Assistant IV | 36.17 |
| 30375 - Petroleum Supply Specialist | 30.97 |
| 30390 - Photo-Optics Technician | 25.56 |
| 30395 - Radiation Control Technician | 30.97 |
| 30461 - Technical Writer I | 24.85 |
| 30462 - Technical Writer II | 30.39 |
| 30463 - Technical Writer III | 36.77 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 28.31 |
| 30502 - Weather Forecaster II | 34.09 |
| 30620 - Weather Observer Combined (see 2) | 23.00 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 25.56 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.85 |
| 31030 - Bus Driver | 18.72 |
| 31043 - Driver Courier | 13.61 |
| 31260 - Parking and Lot Attendant | 11.11 |
| 31290 - Shuttle Bus Driver | 13.61 |
| 31310 - Taxi Driver | 9.90 |
| 31361 - Truckdriver Light | 14.62 |
| 31362 - Truckdriver Medium | 15.72 |
| 31363 - Truckdriver Heavy | 19.77 |
| 31364 - Truckdriver Tractor-Trailer | 19.77 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.81 |
| 99050 - Desk Clerk | 10.33 |
| 99095 - Embalmer | 25.60 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 15.22 |
| I | |
| 99252 - Laboratory Animal Caretaker | 16.36 |
| II | |
| 99260 - Marketing Analyst | 28.36 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 16.71 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 15.66 |
| 99711 - Recycling Specialist | 18.33 |
| 99730 - Refuse Collector | 14.32 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 12.40 |
| 99830 - Survey Party Chief | 25.09 |
| 99831 - Surveying Aide | 16.69 |
| 99832 - Surveying Technician | 22.83 |
| 99840 - Vending Machine Attendant | 14.35 |
| 99841 - Vending Machine Repairer | 17.72 |
| 99842 - Vending Machine Repairer | 14.35 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4609

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4609
Revision No.: 15
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Alabama

Area: Alabama Counties of Hale Pickens Tuscaloosa

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.69 |
| 01012 - Accounting Clerk II | | 20.01 |
| 01013 - Accounting Clerk III | | 20.98 |
| 01020 - Administrative Assistant | | 28.15 |
| 01035 - Court Reporter | | 17.92 |
| 01041 - Customer Service Representative I | | 13.10 |
| 01042 - Customer Service Representative II | | 14.73 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 16.07 |
| 01051 - Data Entry Operator I | 13.96 |
| 01052 - Data Entry Operator II | 15.23 |
| 01060 - Dispatcher Motor Vehicle | 19.38 |
| 01070 - Document Preparation Clerk | 13.87 |
| 01090 - Duplicating Machine Operator | 13.87 |
| 01111 - General Clerk I | 13.41 |
| 01112 - General Clerk II | 14.66 |
| 01113 - General Clerk III | 16.52 |
| 01120 - Housing Referral Assistant | 20.52 |
| 01141 - Messenger Courier | 10.42 |
| 01191 - Order Clerk I | 13.71 |
| 01192 - Order Clerk II | 14.96 |
| 01261 - Personnel Assistant (Employment) I | 17.24 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 30.15 |
| 01290 - Rental Clerk | 14.86 |
| 01300 - Scheduler Maintenance | 16.45 |
| 01311 - Secretary I | 16.45 |
| 01312 - Secretary II | 18.26 |
| 01313 - Secretary III | 20.52 |
| 01320 - Service Order Dispatcher | 17.33 |
| 01410 - Supply Technician | 28.15 |
| 01420 - Survey Worker | 17.92 |
| 01460 - Switchboard Operator/Receptionist | 13.09 |
| 01531 - Travel Clerk I | 12.26 |
| 01532 - Travel Clerk II | 12.89 |
| 01533 - Travel Clerk III | 13.57 |
| 01611 - Word Processor I | 15.90 |
| 01612 - Word Processor II | 17.40 |
| 01613 - Word Processor III | 18.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.33 |
| Fiberglass | |
| 05010 - Automotive Electrician | 18.65 |
| 05040 - Automotive Glass Installer | 17.43 |
| 05070 - Automotive Worker | 17.43 |
| 05110 - Mobile Equipment Servicer | 14.96 |
| 05130 - Motor Equipment Metal | 19.90 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.43 |
| 05190 - Motor Vehicle Mechanic | 19.90 |
| 05220 - Motor Vehicle Mechanic Helper | 14.05 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 16.21 |
| 05280 - Motor Vehicle Wrecker | 17.43 |
| 05310 - Painter Automotive | 18.65 |
| 05340 - Radiator Repair Specialist | 17.43 |
| 05370 - Tire Repairer | 13.82 |
| 05400 - Transmission Repair Specialist | 19.90 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.98 |
| 07041 - Cook I | 11.54 |
| 07042 - Cook II | 13.45 |
| 07070 - Dishwasher | 9.42 |
| 07130 - Food Service Worker | 10.54 |
| 07210 - Meat Cutter | 16.23 |
| 07260 - Waiter/Waitress | 8.88 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.33 |
| 09040 - Furniture Handler | 11.08 |
| 09080 - Furniture Refinisher | 18.33 |
| 09090 - Furniture Refinisher Helper | 13.49 |
| 09110 - Furniture Repairer Minor | 15.93 |
| 09130 - Upholsterer | 18.33 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.17 |
| 11060 - Elevator Operator | 12.79 |
| 11090 - Gardener | 19.06 |
| 11122 - Housekeeping Aide | 12.79 |
| 11150 - Janitor | 12.79 |
| 11210 - Laborer Grounds Maintenance | 14.32 |
| 11240 - Maid or Houseman | 10.46 |
| 11260 - Pruner | 12.80 |
| 11270 - Tractor Operator | 17.47 |
| 11330 - Trail Maintenance Worker | 14.32 |
| 11360 - Window Cleaner | 14.31 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.95 |
| 12011 - Breath Alcohol Technician | 18.48 |
| 12012 - Certified Occupational Therapist Assistant | 25.35 |
| 12015 - Certified Physical Therapist Assistant | 30.16 |
| 12020 - Dental Assistant | 17.56 |
| 12025 - Dental Hygienist | 27.56 |
| 12030 - EKG Technician | 28.00 |
| 12035 - Electroneurodiagnostic Technologist | 28.00 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 15.95 |
| 12071 - Licensed Practical Nurse I | 16.51 |
| 12072 - Licensed Practical Nurse II | 18.48 |
| 12073 - Licensed Practical Nurse III | 20.60 |
| 12100 - Medical Assistant | 14.28 |
| 12130 - Medical Laboratory Technician | 19.53 |
| Technician | |
| 12160 - Medical Record Clerk | 14.59 |
| 12190 - Medical Record Technician | 16.31 |
| 12195 - Medical Transcriptionist | 16.68 |
| 12210 - Nuclear Medicine | 40.61 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.87 |
| 12222 - Nursing Assistant II | 13.34 |
| 12223 - Nursing Assistant III | 14.56 |
| 12224 - Nursing Assistant IV | 16.35 |
| 12235 - Optical Dispenser | 15.30 |
| 12236 - Optical Technician | 16.51 |
| 12250 - Pharmacy Technician | 14.48 |
| 12280 - Phlebotomist | 17.06 |
| 12305 - Radiologic Technologist | 22.15 |
| 12311 - Registered Nurse I | 24.27 |
| 12312 - Registered Nurse II | 29.69 |
| 12313 - Registered Nurse II | 29.69 |
| Specialist | |
| 12314 - Registered Nurse III | 35.91 |
| 12315 - Registered Nurse III | 35.91 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 43.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.89 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 22.45 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 20.25 |
| 13012 - Exhibits Specialist II | 25.07 |
| 13013 - Exhibits Specialist III | 30.67 |
| 13041 - Illustrator I | 20.25 |
| 13042 - Illustrator II | 25.07 |
| 13043 - Illustrator III | 30.67 |
| 13047 - Librarian | 27.77 |
| 13050 - Library Aide/Clerk | 16.11 |
| 13054 - Library Information | 25.07 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 15.46 |
| 13061 - Media Specialist I | 18.10 |
| 13062 - Media Specialist II | 20.25 |
| 13063 - Media Specialist III | 22.57 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 18.10 |
| 13072 - Photographer II | 20.25 |
| 13073 - Photographer III | 25.07 |
| 13074 - Photographer IV | 30.67 |
| 13075 - Photographer V | 37.12 |
| 13090 - Technical Order Library | 20.25 |
| Clerk | |
| 13110 - Video Teleconference | 19.26 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 18.84 |
| 14042 - Computer Operator II | 21.07 |
| 14043 - Computer Operator III | 23.49 |
| 14044 - Computer Operator IV | 26.10 |
| 14045 - Computer Operator V | 28.90 |
| 14071 - Computer Programmer I | (see 1) 23.08 |
| 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 | 18.84 |
| Operator | |
| 14160 - Personal Computer Support | 26.10 |
| Technician | |
| 14170 - System Support Specialist | 28.90 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.53 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.53 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 41.38 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 29.28 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 29.29 |
| 15070 - Flight Instructor (Pilot) | 41.38 |
| 15080 - Graphic Artist | 22.63 |
| 15085 - Maintenance Test Pilot Fixed | 41.38 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 41.38 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 41.38 |
| Pilot | |
| 15090 - Technical Instructor | 22.15 |
| 15095 - Technical Instructor/Course | 27.11 |
| Developer | |
| 15110 - Test Proctor | 17.89 |

| | |
|--|-------|
| 15120 - Tutor | 17.89 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 10.71 |
| 16070 - Finisher Flatwork Machine | 9.32 |
| 16090 - Presser Hand | 9.32 |
| 16110 - Presser Machine Drycleaning | 9.32 |
| 16130 - Presser Machine Shirts | 9.32 |
| 16160 - Presser Machine Wearing | 9.32 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 11.17 |
| 16220 - Tailor | 11.69 |
| 16250 - Washer Machine | 10.72 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.80 |
| 19040 - Tool And Die Maker | 29.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.47 |
| 21030 - Material Coordinator | 29.42 |
| 21040 - Material Expediter | 29.42 |
| 21050 - Material Handling Laborer | 14.36 |
| 21071 - Order Filler | 11.56 |
| 21080 - Production Line Worker (Food Processing) | 16.47 |
| 21110 - Shipping Packer | 17.21 |
| 21130 - Shipping/Receiving Clerk | 17.21 |
| 21140 - Store Worker I | 11.48 |
| 21150 - Stock Clerk | 16.19 |
| 21210 - Tools And Parts Attendant | 16.47 |
| 21410 - Warehouse Specialist | 16.47 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.90 |
| 23019 - Aircraft Logs and Records Technician | 19.81 |
| 23021 - Aircraft Mechanic I | 24.34 |
| 23022 - Aircraft Mechanic II | 25.90 |
| 23023 - Aircraft Mechanic III | 27.45 |
| 23040 - Aircraft Mechanic Helper | 16.77 |
| 23050 - Aircraft Painter | 22.80 |
| 23060 - Aircraft Servicer | 19.81 |
| 23070 - Aircraft Survival Flight Equipment Technician | 22.80 |
| 23080 - Aircraft Worker | 21.32 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 21.32 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 24.34 |
| 23110 - Appliance Mechanic | 22.80 |
| 23120 - Bicycle Repairer | 18.30 |
| 23125 - Cable Splicer | 30.27 |
| 23130 - Carpenter Maintenance | 19.64 |
| 23140 - Carpet Layer | 21.32 |
| 23160 - Electrician Maintenance | 26.03 |
| 23181 - Electronics Technician Maintenance I | 25.03 |
| 23182 - Electronics Technician Maintenance II | 26.77 |
| 23183 - Electronics Technician Maintenance III | 28.58 |
| 23260 - Fabric Worker | 19.81 |
| 23290 - Fire Alarm System Mechanic | 24.17 |
| 23310 - Fire Extinguisher Repairer | 18.30 |
| 23311 - Fuel Distribution System Mechanic | 24.34 |
| 23312 - Fuel Distribution System Operator | 18.30 |
| 23370 - General Maintenance Worker | 17.16 |
| 23380 - Ground Support Equipment Mechanic | 24.34 |
| 23381 - Ground Support Equipment Servicer | 19.81 |
| 23382 - Ground Support Equipment Worker | 21.32 |
| 23391 - Gunsmith I | 18.30 |
| 23392 - Gunsmith II | 21.32 |
| 23393 - Gunsmith III | 24.34 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 21.86 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.25 |
| 23430 - Heavy Equipment Mechanic | 26.04 |
| 23440 - Heavy Equipment Operator | 21.11 |
| 23460 - Instrument Mechanic | 26.36 |
| 23465 - Laboratory/Shelter Mechanic | 22.80 |
| 23470 - Laborer | 14.36 |
| 23510 - Locksmith | 22.80 |
| 23530 - Machinery Maintenance Mechanic | 28.73 |
| 23550 - Machinist Maintenance | 22.70 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 13.59 |
| 23591 - Metrology Technician I | 26.36 |
| 23592 - Metrology Technician II | 25.90 |
| 23593 - Metrology Technician III | 27.45 |
| 23640 - Millwright | 25.43 |
| 23710 - Office Appliance Repairer | 21.21 |
| 23760 - Painter Maintenance | 20.77 |
| 23790 - Pipefitter Maintenance | 25.51 |
| 23810 - Plumber Maintenance | 23.89 |
| 23820 - Pneudraulic Systems Mechanic | 24.34 |
| 23850 - Rigger | 24.34 |
| 23870 - Scale Mechanic | 21.32 |
| 23890 - Sheet-Metal Worker | 20.98 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 21.32 |
| 23931 - Telecommunications Mechanic | 28.74 |
| I | |
| 23932 - Telecommunications Mechanic | 32.39 |
| II | |
| 23950 - Telephone Lineman | 24.34 |
| 23960 - Welder Combination | 23.80 |
| Maintenance | |
| 23965 - Well Driller | 24.34 |
| 23970 - Woodcraft Worker | 24.34 |
| 23980 - Woodworker | 18.30 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.44 |
| 24570 - Child Care Attendant | 10.65 |
| 24580 - Child Care Center Clerk | 15.30 |
| 24610 - Chore Aide | 9.41 |
| 24620 - Family Readiness And Support | 13.44 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 19.50 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 26.16 |
| 25040 - Sewage Plant Operator | 22.03 |
| 25070 - Stationary Engineer | 26.16 |
| 25190 - Ventilation Equipment Tender | 18.03 |
| 25210 - Water Treatment Plant | 22.03 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.10 |
| 27007 - Baggage Inspector | 12.98 |
| 27008 - Corrections Officer | 23.86 |
| 27010 - Court Security Officer | 23.95 |
| 27030 - Detection Dog Handler | 15.26 |
| 27040 - Detention Officer | 23.86 |
| 27070 - Firefighter | 26.07 |

| | |
|--|-------|
| 27101 - Guard I | 12.98 |
| 27102 - Guard II | 15.26 |
| 27131 - Police Officer I | 24.10 |
| 27132 - Police Officer II | 26.79 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.70 |
| 28042 - Carnival Equipment Repairer | 13.86 |
| 28043 - Carnival Worker | 9.31 |
| 28210 - Gate Attendant/Gate Tender | 19.94 |
| 28310 - Lifeguard | 13.09 |
| 28350 - Park Attendant (Aide) | 22.92 |
| 28510 - Recreation Aide/Health | 16.29 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 22.12 |
| 28630 - Sports Official | 18.26 |
| 28690 - Swimming Pool Operator | 19.91 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 22.98 |
| 29020 - Hatch Tender | 22.98 |
| 29030 - Line Handler | 22.98 |
| 29041 - Stevedore I | 21.18 |
| 29042 - Stevedore II | 24.56 |
| 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 | 17.78 |
| 30022 - Archeological Technician II | 19.90 |
| 30023 - Archeological Technician III | 24.64 |
| 30030 - Cartographic Technician | 24.64 |
| 30040 - Civil Engineering Technician | 22.60 |
| 30051 - Cryogenic Technician I | 26.39 |
| 30052 - Cryogenic Technician II | 29.15 |
| 30061 - Drafter/CAD Operator I | 17.78 |
| 30062 - Drafter/CAD Operator II | 19.90 |
| 30063 - Drafter/CAD Operator III | 22.18 |
| 30064 - Drafter/CAD Operator IV | 27.29 |
| 30081 - Engineering Technician I | 15.84 |
| 30082 - Engineering Technician II | 17.78 |
| 30083 - Engineering Technician III | 19.90 |
| 30084 - Engineering Technician IV | 24.64 |
| 30085 - Engineering Technician V | 30.15 |
| 30086 - Engineering Technician VI | 36.48 |
| 30090 - Environmental Technician | 24.64 |
| 30095 - Evidence Control Specialist | 23.83 |
| 30210 - Laboratory Technician | 26.44 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 26.39 |
| 30222 - Latent Fingerprint Technician II | 29.15 |
| 30240 - Mathematical Technician | 24.64 |
| 30361 - Paralegal/Legal Assistant I | 19.75 |
| 30362 - Paralegal/Legal Assistant II | 24.46 |
| 30363 - Paralegal/Legal Assistant III | 29.92 |
| 30364 - Paralegal/Legal Assistant IV | 36.20 |
| 30375 - Petroleum Supply Specialist | 29.15 |
| 30390 - Photo-Optics Technician | 23.96 |
| 30395 - Radiation Control Technician | 29.15 |
| 30461 - Technical Writer I | 23.96 |
| 30462 - Technical Writer II | 29.31 |
| 30463 - Technical Writer III | 35.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 27.29 |
| 30502 - Weather Forecaster II | 33.20 |
| 30620 - Weather Observer Combined (see 2) | 22.18 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 24.64 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 11.70 |
| 31030 - Bus Driver | 16.87 |
| 31043 - Driver Courier | 14.66 |
| 31260 - Parking and Lot Attendant | 11.52 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 11.99 |
| 31361 - Truckdriver Light | 15.99 |
| 31362 - Truckdriver Medium | 18.35 |
| 31363 - Truckdriver Heavy | 20.75 |
| 31364 - Truckdriver Tractor-Trailer | 20.75 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.51 |
| 99050 - Desk Clerk | 10.65 |
| 99095 - Embalmer | 25.60 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 13.16 |
| I | |
| 99252 - Laboratory Animal Caretaker | 14.44 |
| II | |
| 99260 - Marketing Analyst | 25.62 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 18.80 |
| 99510 - Photofinishing Worker | 14.08 |
| 99710 - Recycling Laborer | 15.34 |
| 99711 - Recycling Specialist | 18.72 |
| 99730 - Refuse Collector | 13.72 |
| 99810 - Sales Clerk | 12.40 |
| 99820 - School Crossing Guard | 13.05 |
| 99830 - Survey Party Chief | 26.38 |
| 99831 - Surveying Aide | 16.03 |
| 99832 - Surveying Technician | 21.99 |
| 99840 - Vending Machine Attendant | 17.81 |
| 99841 - Vending Machine Repairer | 22.64 |
| 99842 - Vending Machine Repairer | 17.81 |
| 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 \$797.33 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4611

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4611
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Alabama

Area: Alabama Counties of Cullman Fayette Lamar

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.69 |
| 01012 - Accounting Clerk II | | 20.01 |
| 01013 - Accounting Clerk III | | 20.98 |
| 01020 - Administrative Assistant | | 26.93 |
| 01035 - Court Reporter | | 18.26 |
| 01041 - Customer Service Representative I | | 12.57 |
| 01042 - Customer Service Representative II | | 13.72 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.41 |
| 01051 - Data Entry Operator I | 13.96 |
| 01052 - Data Entry Operator II | 15.23 |
| 01060 - Dispatcher Motor Vehicle | 17.92 |
| 01070 - Document Preparation Clerk | 14.53 |
| 01090 - Duplicating Machine Operator | 14.53 |
| 01111 - General Clerk I | 13.41 |
| 01112 - General Clerk II | 14.66 |
| 01113 - General Clerk III | 16.52 |
| 01120 - Housing Referral Assistant | 20.52 |
| 01141 - Messenger Courier | 11.85 |
| 01191 - Order Clerk I | 13.42 |
| 01192 - Order Clerk II | 14.83 |
| 01261 - Personnel Assistant (Employment) I | 17.24 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 21.51 |
| 01290 - Rental Clerk | 14.86 |
| 01300 - Scheduler Maintenance | 16.45 |
| 01311 - Secretary I | 16.45 |
| 01312 - Secretary II | 18.26 |
| 01313 - Secretary III | 20.52 |
| 01320 - Service Order Dispatcher | 16.44 |
| 01410 - Supply Technician | 26.93 |
| 01420 - Survey Worker | 17.92 |
| 01460 - Switchboard Operator/Receptionist | 12.47 |
| 01531 - Travel Clerk I | 12.22 |
| 01532 - Travel Clerk II | 12.99 |
| 01533 - Travel Clerk III | 13.78 |
| 01611 - Word Processor I | 14.53 |
| 01612 - Word Processor II | 16.45 |
| 01613 - Word Processor III | 18.26 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 24.67 |
| Fiberglass | |
| 05010 - Automotive Electrician | 17.57 |
| 05040 - Automotive Glass Installer | 16.60 |
| 05070 - Automotive Worker | 16.60 |
| 05110 - Mobile Equipment Servicer | 14.02 |
| 05130 - Motor Equipment Metal | 18.53 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 16.60 |
| 05190 - Motor Vehicle Mechanic | 17.83 |
| 05220 - Motor Vehicle Mechanic Helper | 14.05 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 15.63 |
| 05280 - Motor Vehicle Wrecker | 16.60 |
| 05310 - Painter Automotive | 17.57 |
| 05340 - Radiator Repair Specialist | 16.60 |
| 05370 - Tire Repairer | 13.75 |
| 05400 - Transmission Repair Specialist | 18.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.98 |
| 07041 - Cook I | 9.20 |
| 07042 - Cook II | 10.58 |
| 07070 - Dishwasher | 9.25 |
| 07130 - Food Service Worker | 10.23 |
| 07210 - Meat Cutter | 15.57 |
| 07260 - Waiter/Waitress | 8.93 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.52 |
| 09040 - Furniture Handler | 10.18 |
| 09080 - Furniture Refinisher | 15.44 |
| 09090 - Furniture Refinisher Helper | 11.95 |
| 09110 - Furniture Repairer Minor | 13.64 |
| 09130 - Upholsterer | 15.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.48 |
| 11060 - Elevator Operator | 12.48 |
| 11090 - Gardener | 16.56 |
| 11122 - Housekeeping Aide | 11.66 |
| 11150 - Janitor | 11.66 |
| 11210 - Laborer Grounds Maintenance | 12.85 |
| 11240 - Maid or Houseman | 9.48 |
| 11260 - Pruner | 11.56 |
| 11270 - Tractor Operator | 15.32 |
| 11330 - Trail Maintenance Worker | 12.85 |
| 11360 - Window Cleaner | 12.99 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.00 |
| 12011 - Breath Alcohol Technician | 18.08 |
| 12012 - Certified Occupational Therapist Assistant | 28.42 |
| 12015 - Certified Physical Therapist Assistant | 30.59 |
| 12020 - Dental Assistant | 14.60 |
| 12025 - Dental Hygienist | 27.46 |
| 12030 - EKG Technician | 27.40 |
| 12035 - Electroneurodiagnostic Technologist | 27.40 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 17.00 |
| 12071 - Licensed Practical Nurse I | 16.17 |
| 12072 - Licensed Practical Nurse II | 18.08 |
| 12073 - Licensed Practical Nurse III | 20.15 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 19.80 |
| Technician | |
| 12160 - Medical Record Clerk | 14.88 |
| 12190 - Medical Record Technician | 16.94 |
| 12195 - Medical Transcriptionist | 16.17 |
| 12210 - Nuclear Medicine | 39.73 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.01 |
| 12222 - Nursing Assistant II | 13.50 |
| 12223 - Nursing Assistant III | 14.73 |
| 12224 - Nursing Assistant IV | 16.54 |
| 12235 - Optical Dispenser | 18.08 |
| 12236 - Optical Technician | 16.17 |
| 12250 - Pharmacy Technician | 14.43 |
| 12280 - Phlebotomist | 14.51 |
| 12305 - Radiologic Technologist | 22.36 |
| 12311 - Registered Nurse I | 24.27 |
| 12312 - Registered Nurse II | 29.69 |
| 12313 - Registered Nurse II | 29.69 |
| Specialist | |
| 12314 - Registered Nurse III | 35.91 |
| 12315 - Registered Nurse III | 35.91 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 43.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.39 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 20.04 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 20.08 |
| 13012 - Exhibits Specialist II | 24.88 |
| 13013 - Exhibits Specialist III | 30.43 |
| 13041 - Illustrator I | 20.08 |
| 13042 - Illustrator II | 24.88 |
| 13043 - Illustrator III | 30.43 |
| 13047 - Librarian | 27.55 |
| 13050 - Library Aide/Clerk | 12.39 |
| 13054 - Library Information | 24.88 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 19.87 |
| 13061 - Media Specialist I | 17.96 |
| 13062 - Media Specialist II | 20.08 |
| 13063 - Media Specialist III | 22.38 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.96 |
| 13072 - Photographer II | 20.08 |
| 13073 - Photographer III | 24.88 |
| 13074 - Photographer IV | 30.43 |
| 13075 - Photographer V | 36.83 |
| 13090 - Technical Order Library | 20.08 |
| Clerk | |
| 13110 - Video Teleconference | 17.96 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.92 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 19.86 |
| 14044 - Computer Operator IV | 22.06 |
| 14045 - Computer Operator V | 24.43 |
| 14071 - Computer Programmer I | (see 1) 23.08 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.92 |
| Operator | |
| 14160 - Personal Computer Support | 22.06 |
| Technician | |
| 14170 - System Support Specialist | 24.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.29 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.23 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 38.85 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 29.28 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 35.24 |
| 15070 - Flight Instructor (Pilot) | 38.85 |
| 15080 - Graphic Artist | 25.12 |
| 15085 - Maintenance Test Pilot Fixed | 37.43 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 37.43 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 37.43 |
| Pilot | |
| 15090 - Technical Instructor | 20.53 |
| 15095 - Technical Instructor/Course | 25.12 |
| Developer | |
| 15110 - Test Proctor | 16.57 |

| | |
|--|-------|
| 15120 - Tutor | 16.57 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.66 |
| 16030 - Counter Attendant | 9.66 |
| 16040 - Dry Cleaner | 12.13 |
| 16070 - Finisher Flatwork Machine | 9.66 |
| 16090 - Presser Hand | 9.66 |
| 16110 - Presser Machine Drycleaning | 9.66 |
| 16130 - Presser Machine Shirts | 9.66 |
| 16160 - Presser Machine Wearing | 9.66 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.82 |
| 16220 - Tailor | 13.51 |
| 16250 - Washer Machine | 11.79 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.23 |
| 19040 - Tool And Die Maker | 23.67 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.27 |
| 21030 - Material Coordinator | 21.37 |
| 21040 - Material Expediter | 21.37 |
| 21050 - Material Handling Laborer | 13.32 |
| 21071 - Order Filler | 11.52 |
| 21080 - Production Line Worker (Food Processing) | 17.27 |
| 21110 - Shipping Packer | 15.53 |
| 21130 - Shipping/Receiving Clerk | 15.53 |
| 21140 - Store Worker I | 12.16 |
| 21150 - Stock Clerk | 16.79 |
| 21210 - Tools And Parts Attendant | 17.27 |
| 21410 - Warehouse Specialist | 17.27 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.46 |
| 23019 - Aircraft Logs and Records Technician | 18.38 |
| 23021 - Aircraft Mechanic I | 22.07 |
| 23022 - Aircraft Mechanic II | 23.46 |
| 23023 - Aircraft Mechanic III | 24.83 |
| 23040 - Aircraft Mechanic Helper | 16.11 |
| 23050 - Aircraft Painter | 20.49 |
| 23060 - Aircraft Servicer | 18.38 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.49 |
| 23080 - Aircraft Worker | 19.53 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.53 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 22.07 |
| 23110 - Appliance Mechanic | 20.49 |
| 23120 - Bicycle Repairer | 16.75 |
| 23125 - Cable Splicer | 40.91 |
| 23130 - Carpenter Maintenance | 19.23 |
| 23140 - Carpet Layer | 19.25 |
| 23160 - Electrician Maintenance | 20.18 |
| 23181 - Electronics Technician Maintenance I | 21.06 |
| 23182 - Electronics Technician Maintenance II | 22.51 |
| 23183 - Electronics Technician Maintenance III | 24.03 |
| 23260 - Fabric Worker | 18.00 |
| 23290 - Fire Alarm System Mechanic | 21.77 |
| 23310 - Fire Extinguisher Repairer | 16.75 |
| 23311 - Fuel Distribution System Mechanic | 24.08 |
| 23312 - Fuel Distribution System Operator | 18.15 |
| 23370 - General Maintenance Worker | 17.60 |
| 23380 - Ground Support Equipment Mechanic | 22.07 |
| 23381 - Ground Support Equipment Servicer | 18.38 |
| 23382 - Ground Support Equipment Worker | 19.53 |
| 23391 - Gunsmith I | 16.75 |
| 23392 - Gunsmith II | 19.25 |
| 23393 - Gunsmith III | 21.77 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 22.95 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 24.26 |
| 23430 - Heavy Equipment Mechanic | 24.01 |
| 23440 - Heavy Equipment Operator | 17.97 |
| 23460 - Instrument Mechanic | 26.36 |
| 23465 - Laboratory/Shelter Mechanic | 20.49 |
| 23470 - Laborer | 13.32 |
| 23510 - Locksmith | 20.49 |
| 23530 - Machinery Maintenance Mechanic | 21.05 |
| 23550 - Machinist Maintenance | 19.67 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.13 |
| 23591 - Metrology Technician I | 26.36 |
| 23592 - Metrology Technician II | 26.04 |
| 23593 - Metrology Technician III | 27.57 |
| 23640 - Millwright | 21.77 |
| 23710 - Office Appliance Repairer | 21.21 |
| 23760 - Painter Maintenance | 16.72 |
| 23790 - Pipefitter Maintenance | 20.93 |
| 23810 - Plumber Maintenance | 19.61 |
| 23820 - Pneudraulic Systems Mechanic | 21.77 |
| 23850 - Rigger | 21.77 |
| 23870 - Scale Mechanic | 19.25 |
| 23890 - Sheet-Metal Worker | 17.94 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.25 |
| 23931 - Telecommunications Mechanic | 31.91 |
| I | |
| 23932 - Telecommunications Mechanic | 33.62 |
| II | |
| 23950 - Telephone Lineman | 21.77 |
| 23960 - Welder Combination | 17.51 |
| Maintenance | |
| 23965 - Well Driller | 21.77 |
| 23970 - Woodcraft Worker | 21.77 |
| 23980 - Woodworker | 16.75 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.44 |
| 24570 - Child Care Attendant | 10.65 |
| 24580 - Child Care Center Clerk | 15.30 |
| 24610 - Chore Aide | 10.49 |
| 24620 - Family Readiness And Support | 13.44 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 19.50 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 22.46 |
| 25040 - Sewage Plant Operator | 21.91 |
| 25070 - Stationary Engineer | 22.46 |
| 25190 - Ventilation Equipment Tender | 16.16 |
| 25210 - Water Treatment Plant | 21.91 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.72 |
| 27007 - Baggage Inspector | 10.82 |
| 27008 - Corrections Officer | 18.62 |
| 27010 - Court Security Officer | 18.99 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 18.62 |
| 27070 - Firefighter | 20.70 |

| | |
|--|-------|
| 27101 - Guard I | 10.82 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 20.26 |
| 27132 - Police Officer II | 22.49 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.11 |
| 28042 - Carnival Equipment Repairer | 10.45 |
| 28043 - Carnival Worker | 8.33 |
| 28210 - Gate Attendant/Gate Tender | 12.32 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health | 10.06 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 15.76 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 22.43 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 19.25 |
| 29020 - Hatch Tender | 19.25 |
| 29030 - Line Handler | 19.25 |
| 29041 - Stevedore I | 18.00 |
| 29042 - Stevedore II | 20.49 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.39 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.86 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.67 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 17.72 |
| 30022 - Archeological Technician II | 19.81 |
| 30023 - Archeological Technician III | 24.54 |
| 30030 - Cartographic Technician | 24.54 |
| 30040 - Civil Engineering Technician | 24.54 |
| 30051 - Cryogenic Technician I | 27.18 |
| 30052 - Cryogenic Technician II | 30.02 |
| 30061 - Drafter/CAD Operator I | 17.72 |
| 30062 - Drafter/CAD Operator II | 19.81 |
| 30063 - Drafter/CAD Operator III | 22.08 |
| 30064 - Drafter/CAD Operator IV | 27.18 |
| 30081 - Engineering Technician I | 15.75 |
| 30082 - Engineering Technician II | 17.68 |
| 30083 - Engineering Technician III | 19.78 |
| 30084 - Engineering Technician IV | 24.50 |
| 30085 - Engineering Technician V | 29.97 |
| 30086 - Engineering Technician VI | 36.26 |
| 30090 - Environmental Technician | 24.54 |
| 30095 - Evidence Control Specialist | 24.54 |
| 30210 - Laboratory Technician | 22.08 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 27.18 |
| 30222 - Latent Fingerprint Technician II | 30.02 |
| 30240 - Mathematical Technician | 24.54 |
| 30361 - Paralegal/Legal Assistant I | 18.40 |
| 30362 - Paralegal/Legal Assistant II | 22.81 |
| 30363 - Paralegal/Legal Assistant III | 27.90 |
| 30364 - Paralegal/Legal Assistant IV | 33.75 |
| 30375 - Petroleum Supply Specialist | 26.90 |
| 30390 - Photo-Optics Technician | 24.54 |
| 30395 - Radiation Control Technician | 26.90 |
| 30461 - Technical Writer I | 24.54 |
| 30462 - Technical Writer II | 28.14 |
| 30463 - Technical Writer III | 35.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.67 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.23 |
| 30494 - Unexploded (UXO) Safety Escort | 25.67 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.67 |
| 30501 - Weather Forecaster I | 27.18 |
| 30502 - Weather Forecaster II | 33.07 |
| 30620 - Weather Observer Combined (see 2) | 22.08 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 24.54 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.06 |
| 31020 - Bus Aide | 13.65 |
| 31030 - Bus Driver | 18.84 |
| 31043 - Driver Courier | 14.18 |
| 31260 - Parking and Lot Attendant | 12.28 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 15.96 |
| 31361 - Truckdriver Light | 14.65 |
| 31362 - Truckdriver Medium | 18.35 |
| 31363 - Truckdriver Heavy | 20.10 |
| 31364 - Truckdriver Tractor-Trailer | 20.10 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.14 |
| 99030 - Cashier | 10.71 |
| 99050 - Desk Clerk | 12.89 |
| 99095 - Embalmer | 25.67 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.67 |
| 99251 - Laboratory Animal Caretaker | 17.52 |
| I | |
| 99252 - Laboratory Animal Caretaker | 19.22 |
| II | |
| 99260 - Marketing Analyst | 22.62 |
| 99310 - Mortician | 25.67 |
| 99410 - Pest Controller | 17.16 |
| 99510 - Photofinishing Worker | 14.08 |
| 99710 - Recycling Laborer | 17.64 |
| 99711 - Recycling Specialist | 21.18 |
| 99730 - Refuse Collector | 15.84 |
| 99810 - Sales Clerk | 12.40 |
| 99820 - School Crossing Guard | 13.70 |
| 99830 - Survey Party Chief | 20.31 |
| 99831 - Surveying Aide | 12.35 |
| 99832 - Surveying Technician | 16.94 |
| 99840 - Vending Machine Attendant | 18.16 |
| 99841 - Vending Machine Repairer | 22.63 |
| 99842 - Vending Machine Repairer | 18.16 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4613

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4613
Revision No.: 18
Date Of Last Revision: 12/27/2021

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

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

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

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

State: Alabama

Area: Alabama Counties of Franklin Marion Winston

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.64 |
| 01012 - Accounting Clerk II | | 16.44 |
| 01013 - Accounting Clerk III | | 18.38 |
| 01020 - Administrative Assistant | | 26.93 |
| 01035 - Court Reporter | | 18.25 |
| 01041 - Customer Service Representative I | | 12.57 |
| 01042 - Customer Service Representative II | | 13.72 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.41 |
| 01051 - Data Entry Operator I | 13.31 |
| 01052 - Data Entry Operator II | 14.53 |
| 01060 - Dispatcher Motor Vehicle | 17.90 |
| 01070 - Document Preparation Clerk | 14.53 |
| 01090 - Duplicating Machine Operator | 14.53 |
| 01111 - General Clerk I | 11.17 |
| 01112 - General Clerk II | 12.19 |
| 01113 - General Clerk III | 15.25 |
| 01120 - Housing Referral Assistant | 20.34 |
| 01141 - Messenger Courier | 11.85 |
| 01191 - Order Clerk I | 13.31 |
| 01192 - Order Clerk II | 15.27 |
| 01261 - Personnel Assistant (Employment) I | 16.32 |
| 01262 - Personnel Assistant (Employment) II | 18.25 |
| 01263 - Personnel Assistant (Employment) III | 20.34 |
| 01270 - Production Control Clerk | 21.37 |
| 01290 - Rental Clerk | 12.97 |
| 01300 - Scheduler Maintenance | 16.32 |
| 01311 - Secretary I | 16.32 |
| 01312 - Secretary II | 18.25 |
| 01313 - Secretary III | 20.34 |
| 01320 - Service Order Dispatcher | 16.01 |
| 01410 - Supply Technician | 26.93 |
| 01420 - Survey Worker | 16.81 |
| 01460 - Switchboard Operator/Receptionist | 12.00 |
| 01531 - Travel Clerk I | 12.22 |
| 01532 - Travel Clerk II | 12.99 |
| 01533 - Travel Clerk III | 13.78 |
| 01611 - Word Processor I | 14.53 |
| 01612 - Word Processor II | 16.32 |
| 01613 - Word Processor III | 18.25 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 23.30 |
| Fiberglass | |
| 05010 - Automotive Electrician | 18.61 |
| 05040 - Automotive Glass Installer | 17.74 |
| 05070 - Automotive Worker | 17.74 |
| 05110 - Mobile Equipment Servicer | 16.08 |
| 05130 - Motor Equipment Metal | 19.47 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.74 |
| 05190 - Motor Vehicle Mechanic | 17.78 |
| 05220 - Motor Vehicle Mechanic Helper | 13.93 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 16.93 |
| 05280 - Motor Vehicle Wrecker | 17.74 |
| 05310 - Painter Automotive | 17.00 |
| 05340 - Radiator Repair Specialist | 17.74 |
| 05370 - Tire Repairer | 13.75 |
| 05400 - Transmission Repair Specialist | 19.47 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.96 |
| 07041 - Cook I | 9.20 |
| 07042 - Cook II | 10.58 |
| 07070 - Dishwasher | 9.25 |
| 07130 - Food Service Worker | 10.23 |
| 07210 - Meat Cutter | 15.57 |
| 07260 - Waiter/Waitress | 8.93 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.56 |
| 09040 - Furniture Handler | 13.94 |
| 09080 - Furniture Refinisher | 17.56 |
| 09090 - Furniture Refinisher Helper | 14.41 |
| 09110 - Furniture Repairer Minor | 15.98 |
| 09130 - Upholsterer | 17.56 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.48 |
| 11060 - Elevator Operator | 12.48 |
| 11090 - Gardener | 16.56 |
| 11122 - Housekeeping Aide | 11.66 |
| 11150 - Janitor | 11.66 |
| 11210 - Laborer Grounds Maintenance | 12.85 |
| 11240 - Maid or Houseman | 9.48 |
| 11260 - Pruner | 11.56 |
| 11270 - Tractor Operator | 15.32 |
| 11330 - Trail Maintenance Worker | 12.85 |
| 11360 - Window Cleaner | 12.99 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.00 |
| 12011 - Breath Alcohol Technician | 18.08 |
| 12012 - Certified Occupational Therapist Assistant | 28.42 |
| 12015 - Certified Physical Therapist Assistant | 30.59 |
| 12020 - Dental Assistant | 16.00 |
| 12025 - Dental Hygienist | 24.73 |
| 12030 - EKG Technician | 27.40 |
| 12035 - Electroneurodiagnostic Technologist | 27.40 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 17.00 |
| 12071 - Licensed Practical Nurse I | 16.17 |
| 12072 - Licensed Practical Nurse II | 18.08 |
| 12073 - Licensed Practical Nurse III | 20.15 |
| 12100 - Medical Assistant | 12.65 |
| 12130 - Medical Laboratory Technician | 19.80 |
| Technician | |
| 12160 - Medical Record Clerk | 14.88 |
| 12190 - Medical Record Technician | 16.94 |
| 12195 - Medical Transcriptionist | 16.17 |
| 12210 - Nuclear Medicine | 39.73 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.01 |
| 12222 - Nursing Assistant II | 13.50 |
| 12223 - Nursing Assistant III | 14.73 |
| 12224 - Nursing Assistant IV | 16.54 |
| 12235 - Optical Dispenser | 18.08 |
| 12236 - Optical Technician | 16.17 |
| 12250 - Pharmacy Technician | 14.43 |
| 12280 - Phlebotomist | 14.51 |
| 12305 - Radiologic Technologist | 23.95 |
| 12311 - Registered Nurse I | 22.94 |
| 12312 - Registered Nurse II | 28.08 |
| 12313 - Registered Nurse II | 28.08 |
| Specialist | |
| 12314 - Registered Nurse III | 33.97 |
| 12315 - Registered Nurse III | 33.97 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 40.70 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.39 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 20.65 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 20.09 |
| 13012 - Exhibits Specialist II | 24.89 |
| 13013 - Exhibits Specialist III | 30.45 |
| 13041 - Illustrator I | 20.09 |
| 13042 - Illustrator II | 24.89 |
| 13043 - Illustrator III | 30.45 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 15.99 |
| 13054 - Library Information | 24.89 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 20.08 |
| 13061 - Media Specialist I | 17.96 |
| 13062 - Media Specialist II | 20.09 |
| 13063 - Media Specialist III | 22.40 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.96 |
| 13072 - Photographer II | 20.08 |
| 13073 - Photographer III | 24.88 |
| 13074 - Photographer IV | 30.43 |
| 13075 - Photographer V | 36.83 |
| 13090 - Technical Order Library | 20.08 |
| Clerk | |
| 13110 - Video Teleconference | 17.96 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.55 |
| 14042 - Computer Operator II | 19.13 |
| 14043 - Computer Operator III | 20.49 |
| 14044 - Computer Operator IV | 26.16 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | (see 1) 25.00 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.55 |
| Operator | |
| 14160 - Personal Computer Support | 26.16 |
| Technician | |
| 14170 - System Support Specialist | 27.62 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 29.35 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 35.52 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 36.76 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 30.38 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 36.24 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 24.54 |
| 15085 - Maintenance Test Pilot Fixed | 36.76 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 36.76 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 36.76 |
| Pilot | |
| 15090 - Technical Instructor | 20.07 |
| 15095 - Technical Instructor/Course | 24.54 |
| Developer | |
| 15110 - Test Proctor | 17.16 |

| | |
|--|-------|
| 15120 - Tutor | 17.16 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.66 |
| 16030 - Counter Attendant | 9.66 |
| 16040 - Dry Cleaner | 12.13 |
| 16070 - Finisher Flatwork Machine | 9.66 |
| 16090 - Presser Hand | 9.66 |
| 16110 - Presser Machine Drycleaning | 9.66 |
| 16130 - Presser Machine Shirts | 9.66 |
| 16160 - Presser Machine Wearing | 9.66 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.82 |
| 16220 - Tailor | 13.51 |
| 16250 - Washer Machine | 10.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.44 |
| 19040 - Tool And Die Maker | 29.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.27 |
| 21030 - Material Coordinator | 21.37 |
| 21040 - Material Expediter | 21.37 |
| 21050 - Material Handling Laborer | 13.32 |
| 21071 - Order Filler | 11.96 |
| 21080 - Production Line Worker (Food Processing) | 17.27 |
| 21110 - Shipping Packer | 15.53 |
| 21130 - Shipping/Receiving Clerk | 15.53 |
| 21140 - Store Worker I | 12.16 |
| 21150 - Stock Clerk | 16.79 |
| 21210 - Tools And Parts Attendant | 17.27 |
| 21410 - Warehouse Specialist | 17.27 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.35 |
| 23019 - Aircraft Logs and Records Technician | 19.34 |
| 23021 - Aircraft Mechanic I | 22.24 |
| 23022 - Aircraft Mechanic II | 23.35 |
| 23023 - Aircraft Mechanic III | 24.52 |
| 23040 - Aircraft Mechanic Helper | 17.44 |
| 23050 - Aircraft Painter | 20.49 |
| 23060 - Aircraft Servicer | 19.34 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.49 |
| 23080 - Aircraft Worker | 20.27 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 20.27 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 22.24 |
| 23110 - Appliance Mechanic | 20.49 |
| 23120 - Bicycle Repairer | 16.75 |
| 23125 - Cable Splicer | 35.00 |
| 23130 - Carpenter Maintenance | 19.23 |
| 23140 - Carpet Layer | 19.25 |
| 23160 - Electrician Maintenance | 23.21 |
| 23181 - Electronics Technician Maintenance I | 19.44 |
| 23182 - Electronics Technician Maintenance II | 25.55 |
| 23183 - Electronics Technician Maintenance III | 26.62 |
| 23260 - Fabric Worker | 18.00 |
| 23290 - Fire Alarm System Mechanic | 21.77 |
| 23310 - Fire Extinguisher Repairer | 16.75 |
| 23311 - Fuel Distribution System Mechanic | 21.77 |
| 23312 - Fuel Distribution System Operator | 16.80 |
| 23370 - General Maintenance Worker | 17.60 |
| 23380 - Ground Support Equipment Mechanic | 22.24 |
| 23381 - Ground Support Equipment Servicer | 19.34 |
| 23382 - Ground Support Equipment Worker | 20.27 |
| 23391 - Gunsmith I | 16.75 |
| 23392 - Gunsmith II | 19.25 |
| 23393 - Gunsmith III | 21.77 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 22.95 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 24.26 |
| 23430 - Heavy Equipment Mechanic | 23.84 |
| 23440 - Heavy Equipment Operator | 17.97 |
| 23460 - Instrument Mechanic | 22.82 |
| 23465 - Laboratory/Shelter Mechanic | 20.49 |
| 23470 - Laborer | 13.32 |
| 23510 - Locksmith | 20.49 |
| 23530 - Machinery Maintenance Mechanic | 23.32 |
| 23550 - Machinist Maintenance | 19.67 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.41 |
| 23591 - Metrology Technician I | 22.82 |
| 23592 - Metrology Technician II | 24.03 |
| 23593 - Metrology Technician III | 25.24 |
| 23640 - Millwright | 21.77 |
| 23710 - Office Appliance Repairer | 22.90 |
| 23760 - Painter Maintenance | 17.56 |
| 23790 - Pipefitter Maintenance | 21.22 |
| 23810 - Plumber Maintenance | 20.27 |
| 23820 - Pneudraulic Systems Mechanic | 21.77 |
| 23850 - Rigger | 21.77 |
| 23870 - Scale Mechanic | 19.25 |
| 23890 - Sheet-Metal Worker | 18.81 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.25 |
| 23931 - Telecommunications Mechanic | 27.67 |
| I | |
| 23932 - Telecommunications Mechanic | 30.57 |
| II | |
| 23950 - Telephone Lineman | 21.77 |
| 23960 - Welder Combination | 18.38 |
| Maintenance | |
| 23965 - Well Driller | 21.77 |
| 23970 - Woodcraft Worker | 21.77 |
| 23980 - Woodworker | 16.75 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 12.61 |
| 24570 - Child Care Attendant | 9.02 |
| 24580 - Child Care Center Clerk | 11.24 |
| 24610 - Chore Aide | 10.86 |
| 24620 - Family Readiness And Support | 12.61 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 13.55 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 21.77 |
| 25040 - Sewage Plant Operator | 21.91 |
| 25070 - Stationary Engineer | 21.77 |
| 25190 - Ventilation Equipment Tender | 16.34 |
| 25210 - Water Treatment Plant | 21.91 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.70 |
| 27007 - Baggage Inspector | 10.85 |
| 27008 - Corrections Officer | 18.62 |
| 27010 - Court Security Officer | 17.91 |
| 27030 - Detection Dog Handler | 13.55 |
| 27040 - Detention Officer | 18.62 |
| 27070 - Firefighter | 17.89 |

| | |
|--|-------|
| 27101 - Guard I | 10.85 |
| 27102 - Guard II | 13.55 |
| 27131 - Police Officer I | 18.64 |
| 27132 - Police Officer II | 20.71 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.11 |
| 28042 - Carnival Equipment Repairer | 10.62 |
| 28043 - Carnival Worker | 8.38 |
| 28210 - Gate Attendant/Gate Tender | 14.06 |
| 28310 - Lifeguard | 12.21 |
| 28350 - Park Attendant (Aide) | 15.73 |
| 28510 - Recreation Aide/Health | 11.48 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 17.94 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 22.43 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 19.25 |
| 29020 - Hatch Tender | 19.25 |
| 29030 - Line Handler | 19.25 |
| 29041 - Stevedore I | 18.00 |
| 29042 - Stevedore II | 20.49 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.39 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.86 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.67 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 18.60 |
| 30022 - Archeological Technician II | 20.81 |
| 30023 - Archeological Technician III | 25.48 |
| 30030 - Cartographic Technician | 25.48 |
| 30040 - Civil Engineering Technician | 24.54 |
| 30051 - Cryogenic Technician I | 28.55 |
| 30052 - Cryogenic Technician II | 31.55 |
| 30061 - Drafter/CAD Operator I | 18.60 |
| 30062 - Drafter/CAD Operator II | 20.81 |
| 30063 - Drafter/CAD Operator III | 23.21 |
| 30064 - Drafter/CAD Operator IV | 28.55 |
| 30081 - Engineering Technician I | 15.98 |
| 30082 - Engineering Technician II | 18.60 |
| 30083 - Engineering Technician III | 21.00 |
| 30084 - Engineering Technician IV | 28.62 |
| 30085 - Engineering Technician V | 33.81 |
| 30086 - Engineering Technician VI | 40.89 |
| 30090 - Environmental Technician | 25.48 |
| 30095 - Evidence Control Specialist | 24.54 |
| 30210 - Laboratory Technician | 22.08 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 28.55 |
| 30222 - Latent Fingerprint Technician II | 31.55 |
| 30240 - Mathematical Technician | 25.48 |
| 30361 - Paralegal/Legal Assistant I | 18.54 |
| 30362 - Paralegal/Legal Assistant II | 22.98 |
| 30363 - Paralegal/Legal Assistant III | 28.11 |
| 30364 - Paralegal/Legal Assistant IV | 34.01 |
| 30375 - Petroleum Supply Specialist | 26.90 |
| 30390 - Photo-Optics Technician | 25.48 |
| 30395 - Radiation Control Technician | 26.90 |
| 30461 - Technical Writer I | 24.54 |
| 30462 - Technical Writer II | 30.02 |
| 30463 - Technical Writer III | 36.33 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.67 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.23 |
| 30494 - Unexploded (UXO) Safety Escort | 25.67 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.67 |
| 30501 - Weather Forecaster I | 28.55 |
| 30502 - Weather Forecaster II | 34.73 |
| 30620 - Weather Observer Combined (see 2) | 23.21 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 25.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.06 |
| 31020 - Bus Aide | 13.65 |
| 31030 - Bus Driver | 18.84 |
| 31043 - Driver Courier | 14.96 |
| 31260 - Parking and Lot Attendant | 12.28 |
| 31290 - Shuttle Bus Driver | 16.25 |
| 31310 - Taxi Driver | 15.96 |
| 31361 - Truckdriver Light | 16.25 |
| 31362 - Truckdriver Medium | 16.82 |
| 31363 - Truckdriver Heavy | 20.10 |
| 31364 - Truckdriver Tractor-Trailer | 20.10 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.14 |
| 99030 - Cashier | 10.71 |
| 99050 - Desk Clerk | 9.27 |
| 99095 - Embalmer | 25.67 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.67 |
| 99251 - Laboratory Animal Caretaker | 14.44 |
| I | |
| 99252 - Laboratory Animal Caretaker | 19.69 |
| II | |
| 99260 - Marketing Analyst | 22.62 |
| 99310 - Mortician | 25.67 |
| 99410 - Pest Controller | 16.93 |
| 99510 - Photofinishing Worker | 13.49 |
| 99710 - Recycling Laborer | 17.64 |
| 99711 - Recycling Specialist | 21.18 |
| 99730 - Refuse Collector | 15.84 |
| 99810 - Sales Clerk | 11.63 |
| 99820 - School Crossing Guard | 13.70 |
| 99830 - Survey Party Chief | 20.10 |
| 99831 - Surveying Aide | 12.38 |
| 99832 - Surveying Technician | 16.94 |
| 99840 - Vending Machine Attendant | 18.16 |
| 99841 - Vending Machine Repairer | 22.63 |
| 99842 - Vending Machine Repairer | 18.16 |
| Helper | |

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

Standard Wage Determination No.: 2015-4615

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4615
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Cherokee Clay Cleburne De Kalb Talladega

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.17 |
| 01012 - Accounting Clerk II | | 17.02 |
| 01013 - Accounting Clerk III | | 19.04 |
| 01020 - Administrative Assistant | | 31.08 |
| 01035 - Court Reporter | | 18.81 |
| 01041 - Customer Service Representative I | | 14.16 |
| 01042 - Customer Service Representative II | | 15.45 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 17.34 |
| 01051 - Data Entry Operator I | 13.26 |
| 01052 - Data Entry Operator II | 14.47 |
| 01060 - Dispatcher Motor Vehicle | 17.77 |
| 01070 - Document Preparation Clerk | 14.97 |
| 01090 - Duplicating Machine Operator | 14.97 |
| 01111 - General Clerk I | 10.87 |
| 01112 - General Clerk II | 11.86 |
| 01113 - General Clerk III | 13.32 |
| 01120 - Housing Referral Assistant | 20.96 |
| 01141 - Messenger Courier | 12.60 |
| 01191 - Order Clerk I | 12.77 |
| 01192 - Order Clerk II | 13.94 |
| 01261 - Personnel Assistant (Employment) I | 16.20 |
| 01262 - Personnel Assistant (Employment) II | 18.13 |
| 01263 - Personnel Assistant (Employment) III | 20.20 |
| 01270 - Production Control Clerk | 19.71 |
| 01290 - Rental Clerk | 12.27 |
| 01300 - Scheduler Maintenance | 16.82 |
| 01311 - Secretary I | 16.82 |
| 01312 - Secretary II | 18.81 |
| 01313 - Secretary III | 20.96 |
| 01320 - Service Order Dispatcher | 16.32 |
| 01410 - Supply Technician | 31.08 |
| 01420 - Survey Worker | 15.60 |
| 01460 - Switchboard Operator/Receptionist | 12.71 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.82 |
| 01533 - Travel Clerk III | 13.64 |
| 01611 - Word Processor I | 14.97 |
| 01612 - Word Processor II | 16.82 |
| 01613 - Word Processor III | 18.81 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 20.91 |
| Fiberglass | |
| 05010 - Automotive Electrician | 16.47 |
| 05040 - Automotive Glass Installer | 15.62 |
| 05070 - Automotive Worker | 15.62 |
| 05110 - Mobile Equipment Servicer | 13.81 |
| 05130 - Motor Equipment Metal | 17.35 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 15.62 |
| 05190 - Motor Vehicle Mechanic | 17.35 |
| 05220 - Motor Vehicle Mechanic Helper | 12.91 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 15.24 |
| 05280 - Motor Vehicle Wrecker | 15.62 |
| 05310 - Painter Automotive | 16.47 |
| 05340 - Radiator Repair Specialist | 15.62 |
| 05370 - Tire Repairer | 11.95 |
| 05400 - Transmission Repair Specialist | 17.35 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.42 |
| 07041 - Cook I | 12.03 |
| 07042 - Cook II | 13.55 |
| 07070 - Dishwasher | 9.28 |
| 07130 - Food Service Worker | 9.24 |
| 07210 - Meat Cutter | 14.78 |
| 07260 - Waiter/Waitress | 9.79 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.00 |
| 09040 - Furniture Handler | 9.94 |
| 09080 - Furniture Refinisher | 13.81 |
| 09090 - Furniture Refinisher Helper | 11.22 |
| 09110 - Furniture Repairer Minor | 12.52 |
| 09130 - Upholsterer | 14.95 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.61 |
| 11060 - Elevator Operator | 10.78 |
| 11090 - Gardener | 13.62 |
| 11122 - Housekeeping Aide | 10.78 |
| 11150 - Janitor | 10.78 |
| 11210 - Laborer Grounds Maintenance | 11.08 |
| 11240 - Maid or Houseman | 9.41 |
| 11260 - Pruner | 10.30 |
| 11270 - Tractor Operator | 12.59 |
| 11330 - Trail Maintenance Worker | 11.08 |
| 11360 - Window Cleaner | 11.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.02 |
| 12011 - Breath Alcohol Technician | 17.76 |
| 12012 - Certified Occupational Therapist Assistant | 28.71 |
| 12015 - Certified Physical Therapist Assistant | 28.08 |
| 12020 - Dental Assistant | 16.50 |
| 12025 - Dental Hygienist | 30.66 |
| 12030 - EKG Technician | 26.91 |
| 12035 - Electroneurodiagnostic Technologist | 26.91 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 16.02 |
| 12071 - Licensed Practical Nurse I | 15.87 |
| 12072 - Licensed Practical Nurse II | 17.76 |
| 12073 - Licensed Practical Nurse III | 19.79 |
| 12100 - Medical Assistant | 13.53 |
| 12130 - Medical Laboratory Technician | 19.70 |
| Technician | |
| 12160 - Medical Record Clerk | 13.66 |
| 12190 - Medical Record Technician | 16.16 |
| 12195 - Medical Transcriptionist | 15.14 |
| 12210 - Nuclear Medicine | 37.76 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.55 |
| 12222 - Nursing Assistant II | 12.98 |
| 12223 - Nursing Assistant III | 14.16 |
| 12224 - Nursing Assistant IV | 15.91 |
| 12235 - Optical Dispenser | 16.80 |
| 12236 - Optical Technician | 15.87 |
| 12250 - Pharmacy Technician | 14.02 |
| 12280 - Phlebotomist | 14.85 |
| 12305 - Radiologic Technologist | 23.56 |
| 12311 - Registered Nurse I | 23.04 |
| 12312 - Registered Nurse II | 28.18 |
| 12313 - Registered Nurse II | 28.18 |
| Specialist | |
| 12314 - Registered Nurse III | 34.09 |
| 12315 - Registered Nurse III | 34.09 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 40.86 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.00 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 22.00 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.56 |
| 13012 - Exhibits Specialist II | 24.22 |
| 13013 - Exhibits Specialist III | 29.63 |
| 13041 - Illustrator I | 19.56 |
| 13042 - Illustrator II | 24.22 |
| 13043 - Illustrator III | 29.63 |
| 13047 - Librarian | 26.83 |
| 13050 - Library Aide/Clerk | 10.80 |
| 13054 - Library Information | 24.22 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 15.87 |
| 13061 - Media Specialist I | 17.48 |
| 13062 - Media Specialist II | 19.56 |
| 13063 - Media Specialist III | 21.79 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.47 |
| 13072 - Photographer II | 19.53 |
| 13073 - Photographer III | 24.22 |
| 13074 - Photographer IV | 29.63 |
| 13075 - Photographer V | 35.85 |
| 13090 - Technical Order Library | 15.49 |
| Clerk | |
| 13110 - Video Teleconference | 17.04 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 14.61 |
| 14042 - Computer Operator II | 16.35 |
| 14043 - Computer Operator III | 18.23 |
| 14044 - Computer Operator IV | 20.25 |
| 14045 - Computer Operator V | 22.43 |
| 14071 - Computer Programmer I | (see 1) 19.19 |
| 14072 - Computer Programmer II | (see 1) 23.77 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 14.61 |
| Operator | |
| 14160 - Personal Computer Support | 20.25 |
| Technician | |
| 14170 - System Support Specialist | 27.83 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.62 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.64 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 41.51 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 28.62 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 40.22 |
| 15070 - Flight Instructor (Pilot) | 41.51 |
| 15080 - Graphic Artist | 21.00 |
| 15085 - Maintenance Test Pilot Fixed | 41.51 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 41.51 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 41.51 |
| Pilot | |
| 15090 - Technical Instructor | 20.24 |
| 15095 - Technical Instructor/Course | 24.76 |
| Developer | |
| 15110 - Test Proctor | 16.33 |

| | |
|--|-------|
| 15120 - Tutor | 16.33 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.93 |
| 16030 - Counter Attendant | 9.93 |
| 16040 - Dry Cleaner | 11.88 |
| 16070 - Finisher Flatwork Machine | 9.93 |
| 16090 - Presser Hand | 9.93 |
| 16110 - Presser Machine Drycleaning | 9.93 |
| 16130 - Presser Machine Shirts | 9.93 |
| 16160 - Presser Machine Wearing | 9.93 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.54 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer Machine | 10.59 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.06 |
| 19040 - Tool And Die Maker | 29.03 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.68 |
| 21030 - Material Coordinator | 19.71 |
| 21040 - Material Expediter | 19.71 |
| 21050 - Material Handling Laborer | 12.10 |
| 21071 - Order Filler | 12.57 |
| 21080 - Production Line Worker (Food Processing) | 14.68 |
| 21110 - Shipping Packer | 15.39 |
| 21130 - Shipping/Receiving Clerk | 15.39 |
| 21140 - Store Worker I | 12.82 |
| 21150 - Stock Clerk | 16.70 |
| 21210 - Tools And Parts Attendant | 14.68 |
| 21410 - Warehouse Specialist | 14.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.72 |
| 23019 - Aircraft Logs and Records Technician | 18.28 |
| 23021 - Aircraft Mechanic I | 21.56 |
| 23022 - Aircraft Mechanic II | 22.72 |
| 23023 - Aircraft Mechanic III | 23.65 |
| 23040 - Aircraft Mechanic Helper | 16.04 |
| 23050 - Aircraft Painter | 20.47 |
| 23060 - Aircraft Servicer | 18.28 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.47 |
| 23080 - Aircraft Worker | 19.41 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.41 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 21.56 |
| 23110 - Appliance Mechanic | 20.47 |
| 23120 - Bicycle Repairer | 17.07 |
| 23125 - Cable Splicer | 34.09 |
| 23130 - Carpenter Maintenance | 18.06 |
| 23140 - Carpet Layer | 19.41 |
| 23160 - Electrician Maintenance | 23.40 |
| 23181 - Electronics Technician Maintenance I | 25.24 |
| 23182 - Electronics Technician Maintenance II | 26.62 |
| 23183 - Electronics Technician Maintenance III | 28.03 |
| 23260 - Fabric Worker | 18.28 |
| 23290 - Fire Alarm System Mechanic | 21.56 |
| 23310 - Fire Extinguisher Repairer | 17.17 |
| 23311 - Fuel Distribution System Mechanic | 23.61 |
| 23312 - Fuel Distribution System Operator | 18.97 |
| 23370 - General Maintenance Worker | 17.48 |
| 23380 - Ground Support Equipment Mechanic | 21.56 |
| 23381 - Ground Support Equipment Servicer | 18.28 |
| 23382 - Ground Support Equipment Worker | 19.41 |
| 23391 - Gunsmith I | 17.17 |
| 23392 - Gunsmith II | 19.41 |
| 23393 - Gunsmith III | 21.56 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 21.10 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.13 |
| 23430 - Heavy Equipment Mechanic | 20.04 |
| 23440 - Heavy Equipment Operator | 17.15 |
| 23460 - Instrument Mechanic | 21.56 |
| 23465 - Laboratory/Shelter Mechanic | 20.47 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 20.47 |
| 23530 - Machinery Maintenance Mechanic | 21.41 |
| 23550 - Machinist Maintenance | 20.50 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 13.76 |
| 23591 - Metrology Technician I | 21.56 |
| 23592 - Metrology Technician II | 22.72 |
| 23593 - Metrology Technician III | 23.65 |
| 23640 - Millwright | 22.95 |
| 23710 - Office Appliance Repairer | 20.31 |
| 23760 - Painter Maintenance | 20.47 |
| 23790 - Pipefitter Maintenance | 22.20 |
| 23810 - Plumber Maintenance | 21.08 |
| 23820 - Pneudraulic Systems Mechanic | 21.56 |
| 23850 - Rigger | 21.56 |
| 23870 - Scale Mechanic | 19.41 |
| 23890 - Sheet-Metal Worker | 21.37 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.06 |
| 23931 - Telecommunications Mechanic | 28.17 |
| I | |
| 23932 - Telecommunications Mechanic | 29.55 |
| II | |
| 23950 - Telephone Lineman | 24.09 |
| 23960 - Welder Combination | 18.52 |
| Maintenance | |
| 23965 - Well Driller | 21.56 |
| 23970 - Woodcraft Worker | 21.56 |
| 23980 - Woodworker | 17.17 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.59 |
| 24570 - Child Care Attendant | 11.28 |
| 24580 - Child Care Center Clerk | 14.05 |
| 24610 - Chore Aide | 9.92 |
| 24620 - Family Readiness And Support | 13.59 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 13.59 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 22.94 |
| 25040 - Sewage Plant Operator | 20.77 |
| 25070 - Stationary Engineer | 22.94 |
| 25190 - Ventilation Equipment Tender | 17.88 |
| 25210 - Water Treatment Plant | 20.77 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.90 |
| 27007 - Baggage Inspector | 11.90 |
| 27008 - Corrections Officer | 16.56 |
| 27010 - Court Security Officer | 16.23 |
| 27030 - Detection Dog Handler | 13.31 |
| 27040 - Detention Officer | 16.56 |
| 27070 - Firefighter | 17.59 |

| | |
|--|-------|
| 27101 - Guard I | 11.90 |
| 27102 - Guard II | 13.31 |
| 27131 - Police Officer I | 17.36 |
| 27132 - Police Officer II | 19.29 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.32 |
| 28042 - Carnival Equipment Repairer | 12.11 |
| 28043 - Carnival Worker | 8.94 |
| 28210 - Gate Attendant/Gate Tender | 14.32 |
| 28310 - Lifeguard | 11.71 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health | 11.68 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 19.80 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 19.14 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 21.35 |
| 29020 - Hatch Tender | 21.35 |
| 29030 - Line Handler | 21.35 |
| 29041 - Stevedore I | 20.11 |
| 29042 - Stevedore II | 22.52 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.39 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.86 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.67 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 18.63 |
| 30022 - Archeological Technician II | 20.83 |
| 30023 - Archeological Technician III | 25.81 |
| 30030 - Cartographic Technician | 25.81 |
| 30040 - Civil Engineering Technician | 21.73 |
| 30051 - Cryogenic Technician I | 28.58 |
| 30052 - Cryogenic Technician II | 31.57 |
| 30061 - Drafter/CAD Operator I | 18.63 |
| 30062 - Drafter/CAD Operator II | 20.83 |
| 30063 - Drafter/CAD Operator III | 23.22 |
| 30064 - Drafter/CAD Operator IV | 28.58 |
| 30081 - Engineering Technician I | 16.64 |
| 30082 - Engineering Technician II | 17.81 |
| 30083 - Engineering Technician III | 20.90 |
| 30084 - Engineering Technician IV | 25.89 |
| 30085 - Engineering Technician V | 31.67 |
| 30086 - Engineering Technician VI | 35.11 |
| 30090 - Environmental Technician | 25.81 |
| 30095 - Evidence Control Specialist | 25.81 |
| 30210 - Laboratory Technician | 26.88 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 28.58 |
| 30222 - Latent Fingerprint Technician II | 31.57 |
| 30240 - Mathematical Technician | 25.81 |
| 30361 - Paralegal/Legal Assistant I | 17.67 |
| 30362 - Paralegal/Legal Assistant II | 21.89 |
| 30363 - Paralegal/Legal Assistant III | 27.11 |
| 30364 - Paralegal/Legal Assistant IV | 32.20 |
| 30375 - Petroleum Supply Specialist | 31.57 |
| 30390 - Photo-Optics Technician | 25.81 |
| 30395 - Radiation Control Technician | 31.57 |
| 30461 - Technical Writer I | 25.81 |
| 30462 - Technical Writer II | 31.57 |
| 30463 - Technical Writer III | 38.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.67 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.23 |
| 30494 - Unexploded (UXO) Safety Escort | 25.67 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.67 |
| 30501 - Weather Forecaster I | 28.58 |
| 30502 - Weather Forecaster II | 34.77 |
| 30620 - Weather Observer Combined (see 2) | 23.22 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 25.81 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.06 |
| 31020 - Bus Aide | 13.37 |
| 31030 - Bus Driver | 17.57 |
| 31043 - Driver Courier | 13.80 |
| 31260 - Parking and Lot Attendant | 12.20 |
| 31290 - Shuttle Bus Driver | 14.45 |
| 31310 - Taxi Driver | 15.28 |
| 31361 - Truckdriver Light | 14.76 |
| 31362 - Truckdriver Medium | 15.72 |
| 31363 - Truckdriver Heavy | 20.20 |
| 31364 - Truckdriver Tractor-Trailer | 20.20 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.14 |
| 99030 - Cashier | 10.08 |
| 99050 - Desk Clerk | 9.21 |
| 99095 - Embalmer | 25.67 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.67 |
| 99251 - Laboratory Animal Caretaker | 11.07 |
| I | |
| 99252 - Laboratory Animal Caretaker | 11.84 |
| II | |
| 99260 - Marketing Analyst | 23.64 |
| 99310 - Mortician | 25.67 |
| 99410 - Pest Controller | 15.28 |
| 99510 - Photofinishing Worker | 13.49 |
| 99710 - Recycling Laborer | 15.99 |
| 99711 - Recycling Specialist | 18.56 |
| 99730 - Refuse Collector | 14.47 |
| 99810 - Sales Clerk | 11.21 |
| 99820 - School Crossing Guard | 14.11 |
| 99830 - Survey Party Chief | 19.41 |
| 99831 - Surveying Aide | 12.69 |
| 99832 - Surveying Technician | 17.41 |
| 99840 - Vending Machine Attendant | 17.85 |
| 99841 - Vending Machine Repairer | 20.89 |
| 99842 - Vending Machine Repairer | 17.85 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4617

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4617
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Jackson Marshall

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.17 |
| 01012 - Accounting Clerk II | | 17.02 |
| 01013 - Accounting Clerk III | | 19.04 |
| 01020 - Administrative Assistant | | 31.08 |
| 01035 - Court Reporter | | 20.77 |
| 01041 - Customer Service Representative I | | 14.16 |
| 01042 - Customer Service Representative II | | 15.45 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 17.34 |
| 01051 - Data Entry Operator I | 13.26 |
| 01052 - Data Entry Operator II | 14.47 |
| 01060 - Dispatcher Motor Vehicle | 17.77 |
| 01070 - Document Preparation Clerk | 14.97 |
| 01090 - Duplicating Machine Operator | 14.97 |
| 01111 - General Clerk I | 10.88 |
| 01112 - General Clerk II | 11.87 |
| 01113 - General Clerk III | 13.86 |
| 01120 - Housing Referral Assistant | 20.96 |
| 01141 - Messenger Courier | 13.41 |
| 01191 - Order Clerk I | 12.77 |
| 01192 - Order Clerk II | 15.27 |
| 01261 - Personnel Assistant (Employment) I | 16.20 |
| 01262 - Personnel Assistant (Employment) II | 18.13 |
| 01263 - Personnel Assistant (Employment) III | 20.20 |
| 01270 - Production Control Clerk | 19.18 |
| 01290 - Rental Clerk | 12.97 |
| 01300 - Scheduler Maintenance | 16.82 |
| 01311 - Secretary I | 16.82 |
| 01312 - Secretary II | 18.81 |
| 01313 - Secretary III | 20.96 |
| 01320 - Service Order Dispatcher | 15.80 |
| 01410 - Supply Technician | 31.08 |
| 01420 - Survey Worker | 16.81 |
| 01460 - Switchboard Operator/Receptionist | 12.71 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.82 |
| 01533 - Travel Clerk III | 13.64 |
| 01611 - Word Processor I | 14.97 |
| 01612 - Word Processor II | 16.82 |
| 01613 - Word Processor III | 18.81 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 20.91 |
| Fiberglass | |
| 05010 - Automotive Electrician | 18.61 |
| 05040 - Automotive Glass Installer | 17.74 |
| 05070 - Automotive Worker | 17.74 |
| 05110 - Mobile Equipment Servicer | 16.08 |
| 05130 - Motor Equipment Metal | 19.47 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.74 |
| 05190 - Motor Vehicle Mechanic | 17.78 |
| 05220 - Motor Vehicle Mechanic Helper | 13.93 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 16.93 |
| 05280 - Motor Vehicle Wrecker | 17.74 |
| 05310 - Painter Automotive | 17.00 |
| 05340 - Radiator Repair Specialist | 17.74 |
| 05370 - Tire Repairer | 14.03 |
| 05400 - Transmission Repair Specialist | 19.47 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.42 |
| 07041 - Cook I | 10.16 |
| 07042 - Cook II | 11.49 |
| 07070 - Dishwasher | 9.28 |
| 07130 - Food Service Worker | 9.24 |
| 07210 - Meat Cutter | 14.78 |
| 07260 - Waiter/Waitress | 8.98 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.56 |
| 09040 - Furniture Handler | 13.94 |
| 09080 - Furniture Refinisher | 17.56 |
| 09090 - Furniture Refinisher Helper | 14.41 |
| 09110 - Furniture Repairer Minor | 15.98 |
| 09130 - Upholsterer | 17.56 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.61 |
| 11060 - Elevator Operator | 10.78 |
| 11090 - Gardener | 13.44 |
| 11122 - Housekeeping Aide | 10.78 |
| 11150 - Janitor | 10.78 |
| 11210 - Laborer Grounds Maintenance | 10.84 |
| 11240 - Maid or Houseman | 9.41 |
| 11260 - Pruner | 9.93 |
| 11270 - Tractor Operator | 12.57 |
| 11330 - Trail Maintenance Worker | 10.84 |
| 11360 - Window Cleaner | 11.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.82 |
| 12011 - Breath Alcohol Technician | 17.76 |
| 12012 - Certified Occupational Therapist Assistant | 28.71 |
| 12015 - Certified Physical Therapist Assistant | 28.08 |
| 12020 - Dental Assistant | 17.20 |
| 12025 - Dental Hygienist | 25.18 |
| 12030 - EKG Technician | 26.91 |
| 12035 - Electroneurodiagnostic Technologist | 26.91 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 16.82 |
| 12071 - Licensed Practical Nurse I | 15.87 |
| 12072 - Licensed Practical Nurse II | 17.76 |
| 12073 - Licensed Practical Nurse III | 19.79 |
| 12100 - Medical Assistant | 13.53 |
| 12130 - Medical Laboratory Technician | 19.45 |
| Technician | |
| 12160 - Medical Record Clerk | 13.66 |
| 12190 - Medical Record Technician | 16.46 |
| 12195 - Medical Transcriptionist | 15.14 |
| 12210 - Nuclear Medicine Technologist | 37.94 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.55 |
| 12222 - Nursing Assistant II | 12.98 |
| 12223 - Nursing Assistant III | 14.16 |
| 12224 - Nursing Assistant IV | 15.91 |
| 12235 - Optical Dispenser | 17.26 |
| 12236 - Optical Technician | 15.87 |
| 12250 - Pharmacy Technician | 14.02 |
| 12280 - Phlebotomist | 14.85 |
| 12305 - Radiologic Technologist | 23.95 |
| 12311 - Registered Nurse I | 22.94 |
| 12312 - Registered Nurse II | 28.08 |
| 12313 - Registered Nurse II | 28.08 |
| Specialist | |
| 12314 - Registered Nurse III | 33.97 |
| 12315 - Registered Nurse III | 33.97 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 40.70 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.00 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 22.00 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 20.09 |
| 13012 - Exhibits Specialist II | 24.89 |
| 13013 - Exhibits Specialist III | 30.45 |
| 13041 - Illustrator I | 20.09 |
| 13042 - Illustrator II | 24.89 |
| 13043 - Illustrator III | 30.45 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 15.94 |
| 13054 - Library Information Technology Systems Administrator | 24.89 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 19.53 |
| 13061 - Media Specialist I | 17.96 |
| 13062 - Media Specialist II | 20.09 |
| 13063 - Media Specialist III | 22.40 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.48 |
| 13072 - Photographer II | 19.56 |
| 13073 - Photographer III | 24.22 |
| 13074 - Photographer IV | 29.63 |
| 13075 - Photographer V | 35.85 |
| 13090 - Technical Order Library | 15.49 |
| Clerk | |
| 13110 - Video Teleconference | 17.96 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 17.11 |
| 14042 - Computer Operator II | 20.97 |
| 14043 - Computer Operator III | 22.54 |
| 14044 - Computer Operator IV | 26.16 |
| 14045 - Computer Operator V | 28.77 |
| 14071 - Computer Programmer I | (see 1) 25.00 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 17.11 |
| Operator | |
| 14160 - Personal Computer Support | 26.16 |
| Technician | |
| 14170 - System Support Specialist | 28.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 29.35 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 35.52 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 41.51 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 30.38 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 40.22 |
| 15070 - Flight Instructor (Pilot) | 41.51 |
| 15080 - Graphic Artist | 22.01 |
| 15085 - Maintenance Test Pilot Fixed | 41.51 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 41.51 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 41.51 |
| Pilot | |
| 15090 - Technical Instructor | 18.91 |
| 15095 - Technical Instructor/Course | 23.11 |
| Developer | |
| 15110 - Test Proctor | 17.16 |

| | |
|--|-------|
| 15120 - Tutor | 17.16 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.93 |
| 16030 - Counter Attendant | 9.93 |
| 16040 - Dry Cleaner | 11.88 |
| 16070 - Finisher Flatwork Machine | 9.93 |
| 16090 - Presser Hand | 9.93 |
| 16110 - Presser Machine Drycleaning | 9.93 |
| 16130 - Presser Machine Shirts | 9.93 |
| 16160 - Presser Machine Wearing | 9.93 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.54 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer Machine | 10.59 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.44 |
| 19040 - Tool And Die Maker | 29.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.82 |
| 21030 - Material Coordinator | 19.18 |
| 21040 - Material Expediter | 19.18 |
| 21050 - Material Handling Laborer | 12.10 |
| 21071 - Order Filler | 12.57 |
| 21080 - Production Line Worker (Food Processing) | 14.82 |
| 21110 - Shipping Packer | 15.39 |
| 21130 - Shipping/Receiving Clerk | 15.39 |
| 21140 - Store Worker I | 12.82 |
| 21150 - Stock Clerk | 16.70 |
| 21210 - Tools And Parts Attendant | 14.82 |
| 21410 - Warehouse Specialist | 14.82 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.35 |
| 23019 - Aircraft Logs and Records Technician | 19.34 |
| 23021 - Aircraft Mechanic I | 22.24 |
| 23022 - Aircraft Mechanic II | 23.35 |
| 23023 - Aircraft Mechanic III | 24.52 |
| 23040 - Aircraft Mechanic Helper | 17.44 |
| 23050 - Aircraft Painter | 20.47 |
| 23060 - Aircraft Servicer | 19.34 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.47 |
| 23080 - Aircraft Worker | 20.27 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 20.27 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 22.24 |
| 23110 - Appliance Mechanic | 20.47 |
| 23120 - Bicycle Repairer | 17.17 |
| 23125 - Cable Splicer | 34.70 |
| 23130 - Carpenter Maintenance | 18.06 |
| 23140 - Carpet Layer | 19.41 |
| 23160 - Electrician Maintenance | 23.40 |
| 23181 - Electronics Technician Maintenance I | 25.24 |
| 23182 - Electronics Technician Maintenance II | 26.62 |
| 23183 - Electronics Technician Maintenance III | 28.03 |
| 23260 - Fabric Worker | 18.28 |
| 23290 - Fire Alarm System Mechanic | 21.56 |
| 23310 - Fire Extinguisher Repairer | 17.17 |
| 23311 - Fuel Distribution System Mechanic | 23.61 |
| 23312 - Fuel Distribution System Operator | 18.80 |
| 23370 - General Maintenance Worker | 17.48 |
| 23380 - Ground Support Equipment Mechanic | 22.24 |
| 23381 - Ground Support Equipment Servicer | 19.34 |
| 23382 - Ground Support Equipment Worker | 20.27 |
| 23391 - Gunsmith I | 17.17 |
| 23392 - Gunsmith II | 19.41 |
| 23393 - Gunsmith III | 21.56 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 21.10 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.13 |
| 23430 - Heavy Equipment Mechanic | 20.43 |
| 23440 - Heavy Equipment Operator | 17.87 |
| 23460 - Instrument Mechanic | 22.82 |
| 23465 - Laboratory/Shelter Mechanic | 20.47 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 20.47 |
| 23530 - Machinery Maintenance Mechanic | 23.32 |
| 23550 - Machinist Maintenance | 20.50 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.41 |
| 23591 - Metrology Technician I | 22.82 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.74 |
| 23640 - Millwright | 23.83 |
| 23710 - Office Appliance Repairer | 22.90 |
| 23760 - Painter Maintenance | 20.47 |
| 23790 - Pipefitter Maintenance | 22.20 |
| 23810 - Plumber Maintenance | 21.08 |
| 23820 - Pneudraulic Systems Mechanic | 21.56 |
| 23850 - Rigger | 21.56 |
| 23870 - Scale Mechanic | 19.41 |
| 23890 - Sheet-Metal Worker | 21.56 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.02 |
| 23931 - Telecommunications Mechanic | 28.17 |
| I | |
| 23932 - Telecommunications Mechanic | 30.57 |
| II | |
| 23950 - Telephone Lineman | 24.09 |
| 23960 - Welder Combination | 18.52 |
| Maintenance | |
| 23965 - Well Driller | 21.56 |
| 23970 - Woodcraft Worker | 21.56 |
| 23980 - Woodworker | 17.17 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.59 |
| 24570 - Child Care Attendant | 10.86 |
| 24580 - Child Care Center Clerk | 13.54 |
| 24610 - Chore Aide | 10.86 |
| 24620 - Family Readiness And Support | 13.59 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 13.59 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 22.83 |
| 25040 - Sewage Plant Operator | 20.77 |
| 25070 - Stationary Engineer | 22.83 |
| 25190 - Ventilation Equipment Tender | 17.00 |
| 25210 - Water Treatment Plant | 20.77 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.90 |
| 27007 - Baggage Inspector | 10.85 |
| 27008 - Corrections Officer | 16.56 |
| 27010 - Court Security Officer | 16.82 |
| 27030 - Detection Dog Handler | 13.55 |
| 27040 - Detention Officer | 16.56 |
| 27070 - Firefighter | 16.82 |

| | |
|--|-------|
| 27101 - Guard I | 10.85 |
| 27102 - Guard II | 13.55 |
| 27131 - Police Officer I | 18.64 |
| 27132 - Police Officer II | 20.71 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.32 |
| 28042 - Carnival Equipment Repairer | 12.11 |
| 28043 - Carnival Worker | 8.94 |
| 28210 - Gate Attendant/Gate Tender | 14.32 |
| 28310 - Lifeguard | 12.21 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health | 11.68 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 19.83 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 17.22 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 21.35 |
| 29020 - Hatch Tender | 21.35 |
| 29030 - Line Handler | 21.35 |
| 29041 - Stevedore I | 20.11 |
| 29042 - Stevedore II | 22.52 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.39 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.86 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.67 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 18.63 |
| 30022 - Archeological Technician II | 20.83 |
| 30023 - Archeological Technician III | 25.81 |
| 30030 - Cartographic Technician | 25.81 |
| 30040 - Civil Engineering Technician | 22.83 |
| 30051 - Cryogenic Technician I | 28.58 |
| 30052 - Cryogenic Technician II | 31.57 |
| 30061 - Drafter/CAD Operator I | 18.63 |
| 30062 - Drafter/CAD Operator II | 20.83 |
| 30063 - Drafter/CAD Operator III | 23.22 |
| 30064 - Drafter/CAD Operator IV | 28.58 |
| 30081 - Engineering Technician I | 17.76 |
| 30082 - Engineering Technician II | 18.00 |
| 30083 - Engineering Technician III | 21.00 |
| 30084 - Engineering Technician IV | 28.62 |
| 30085 - Engineering Technician V | 33.81 |
| 30086 - Engineering Technician VI | 44.98 |
| 30090 - Environmental Technician | 25.81 |
| 30095 - Evidence Control Specialist | 25.81 |
| 30210 - Laboratory Technician | 26.88 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 28.58 |
| 30222 - Latent Fingerprint Technician II | 31.57 |
| 30240 - Mathematical Technician | 25.81 |
| 30361 - Paralegal/Legal Assistant I | 18.54 |
| 30362 - Paralegal/Legal Assistant II | 22.98 |
| 30363 - Paralegal/Legal Assistant III | 28.11 |
| 30364 - Paralegal/Legal Assistant IV | 34.01 |
| 30375 - Petroleum Supply Specialist | 31.57 |
| 30390 - Photo-Optics Technician | 25.81 |
| 30395 - Radiation Control Technician | 31.57 |
| 30461 - Technical Writer I | 25.81 |
| 30462 - Technical Writer II | 31.57 |
| 30463 - Technical Writer III | 38.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.67 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.23 |
| 30494 - Unexploded (UXO) Safety Escort | 25.67 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.67 |
| 30501 - Weather Forecaster I | 28.58 |
| 30502 - Weather Forecaster II | 34.77 |
| 30620 - Weather Observer Combined (see 2) | 23.22 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 25.81 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.06 |
| 31020 - Bus Aide | 13.30 |
| 31030 - Bus Driver | 17.57 |
| 31043 - Driver Courier | 14.96 |
| 31260 - Parking and Lot Attendant | 12.20 |
| 31290 - Shuttle Bus Driver | 16.25 |
| 31310 - Taxi Driver | 15.28 |
| 31361 - Truckdriver Light | 16.25 |
| 31362 - Truckdriver Medium | 16.82 |
| 31363 - Truckdriver Heavy | 20.20 |
| 31364 - Truckdriver Tractor-Trailer | 20.20 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.14 |
| 99030 - Cashier | 10.08 |
| 99050 - Desk Clerk | 9.21 |
| 99095 - Embalmer | 25.67 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.67 |
| 99251 - Laboratory Animal Caretaker | 11.07 |
| I | |
| 99252 - Laboratory Animal Caretaker | 13.46 |
| II | |
| 99260 - Marketing Analyst | 23.64 |
| 99310 - Mortician | 25.67 |
| 99410 - Pest Controller | 15.28 |
| 99510 - Photofinishing Worker | 13.49 |
| 99710 - Recycling Laborer | 15.99 |
| 99711 - Recycling Specialist | 18.56 |
| 99730 - Refuse Collector | 14.65 |
| 99810 - Sales Clerk | 11.63 |
| 99820 - School Crossing Guard | 14.11 |
| 99830 - Survey Party Chief | 20.73 |
| 99831 - Surveying Aide | 12.77 |
| 99832 - Surveying Technician | 17.48 |
| 99840 - Vending Machine Attendant | 15.29 |
| 99841 - Vending Machine Repairer | 18.25 |
| 99842 - Vending Machine Repairer | 15.29 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4619

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4619
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Coosa Tallapoosa

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.17 |
| 01012 - Accounting Clerk II | | 17.02 |
| 01013 - Accounting Clerk III | | 19.04 |
| 01020 - Administrative Assistant | | 31.08 |
| 01035 - Court Reporter | | 23.80 |
| 01041 - Customer Service Representative I | | 14.16 |
| 01042 - Customer Service Representative II | | 15.45 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 17.34 |
| 01051 - Data Entry Operator I | 13.26 |
| 01052 - Data Entry Operator II | 14.47 |
| 01060 - Dispatcher Motor Vehicle | 17.77 |
| 01070 - Document Preparation Clerk | 14.97 |
| 01090 - Duplicating Machine Operator | 14.97 |
| 01111 - General Clerk I | 10.87 |
| 01112 - General Clerk II | 11.86 |
| 01113 - General Clerk III | 13.32 |
| 01120 - Housing Referral Assistant | 20.96 |
| 01141 - Messenger Courier | 13.46 |
| 01191 - Order Clerk I | 12.77 |
| 01192 - Order Clerk II | 13.94 |
| 01261 - Personnel Assistant (Employment) I | 16.90 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 20.17 |
| 01290 - Rental Clerk | 12.27 |
| 01300 - Scheduler Maintenance | 16.82 |
| 01311 - Secretary I | 16.82 |
| 01312 - Secretary II | 18.81 |
| 01313 - Secretary III | 20.96 |
| 01320 - Service Order Dispatcher | 15.88 |
| 01410 - Supply Technician | 31.08 |
| 01420 - Survey Worker | 15.86 |
| 01460 - Switchboard Operator/Receptionist | 12.71 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.82 |
| 01533 - Travel Clerk III | 13.64 |
| 01611 - Word Processor I | 14.97 |
| 01612 - Word Processor II | 16.82 |
| 01613 - Word Processor III | 18.81 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 20.91 |
| Fiberglass | |
| 05010 - Automotive Electrician | 16.47 |
| 05040 - Automotive Glass Installer | 16.78 |
| 05070 - Automotive Worker | 15.62 |
| 05110 - Mobile Equipment Servicer | 13.81 |
| 05130 - Motor Equipment Metal | 17.35 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 15.62 |
| 05190 - Motor Vehicle Mechanic | 17.35 |
| 05220 - Motor Vehicle Mechanic Helper | 12.91 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 14.71 |
| 05280 - Motor Vehicle Wrecker | 15.62 |
| 05310 - Painter Automotive | 16.47 |
| 05340 - Radiator Repair Specialist | 15.62 |
| 05370 - Tire Repairer | 11.95 |
| 05400 - Transmission Repair Specialist | 17.35 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.42 |
| 07041 - Cook I | 10.16 |
| 07042 - Cook II | 11.49 |
| 07070 - Dishwasher | 9.28 |
| 07130 - Food Service Worker | 9.24 |
| 07210 - Meat Cutter | 14.78 |
| 07260 - Waiter/Waitress | 8.98 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.00 |
| 09040 - Furniture Handler | 9.80 |
| 09080 - Furniture Refinisher | 13.72 |
| 09090 - Furniture Refinisher Helper | 11.14 |
| 09110 - Furniture Repairer Minor | 12.40 |
| 09130 - Upholsterer | 14.95 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.61 |
| 11060 - Elevator Operator | 10.78 |
| 11090 - Gardener | 13.44 |
| 11122 - Housekeeping Aide | 10.78 |
| 11150 - Janitor | 10.78 |
| 11210 - Laborer Grounds Maintenance | 10.84 |
| 11240 - Maid or Houseman | 9.41 |
| 11260 - Pruner | 9.93 |
| 11270 - Tractor Operator | 12.57 |
| 11330 - Trail Maintenance Worker | 10.84 |
| 11360 - Window Cleaner | 11.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.23 |
| 12011 - Breath Alcohol Technician | 17.76 |
| 12012 - Certified Occupational Therapist Assistant | 28.71 |
| 12015 - Certified Physical Therapist Assistant | 28.08 |
| 12020 - Dental Assistant | 16.50 |
| 12025 - Dental Hygienist | 30.67 |
| 12030 - EKG Technician | 26.91 |
| 12035 - Electroneurodiagnostic Technologist | 26.91 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 16.23 |
| 12071 - Licensed Practical Nurse I | 15.87 |
| 12072 - Licensed Practical Nurse II | 17.76 |
| 12073 - Licensed Practical Nurse III | 19.79 |
| 12100 - Medical Assistant | 13.53 |
| 12130 - Medical Laboratory Technician | 19.45 |
| Technician | |
| 12160 - Medical Record Clerk | 13.66 |
| 12190 - Medical Record Technician | 16.16 |
| 12195 - Medical Transcriptionist | 15.14 |
| 12210 - Nuclear Medicine | 37.94 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.55 |
| 12222 - Nursing Assistant II | 12.98 |
| 12223 - Nursing Assistant III | 14.16 |
| 12224 - Nursing Assistant IV | 15.91 |
| 12235 - Optical Dispenser | 17.76 |
| 12236 - Optical Technician | 15.87 |
| 12250 - Pharmacy Technician | 14.02 |
| 12280 - Phlebotomist | 14.85 |
| 12305 - Radiologic Technologist | 23.56 |
| 12311 - Registered Nurse I | 23.18 |
| 12312 - Registered Nurse II | 28.35 |
| 12313 - Registered Nurse II | 28.35 |
| Specialist | |
| 12314 - Registered Nurse III | 34.30 |
| 12315 - Registered Nurse III | 34.30 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 41.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.00 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 22.00 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.56 |
| 13012 - Exhibits Specialist II | 24.22 |
| 13013 - Exhibits Specialist III | 29.63 |
| 13041 - Illustrator I | 19.56 |
| 13042 - Illustrator II | 24.22 |
| 13043 - Illustrator III | 29.63 |
| 13047 - Librarian | 26.83 |
| 13050 - Library Aide/Clerk | 9.77 |
| 13054 - Library Information | 24.22 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 18.82 |
| 13061 - Media Specialist I | 17.48 |
| 13062 - Media Specialist II | 19.56 |
| 13063 - Media Specialist III | 21.79 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.48 |
| 13072 - Photographer II | 19.56 |
| 13073 - Photographer III | 24.22 |
| 13074 - Photographer IV | 29.63 |
| 13075 - Photographer V | 35.85 |
| 13090 - Technical Order Library | 15.49 |
| Clerk | |
| 13110 - Video Teleconference | 17.04 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 16.69 |
| 14042 - Computer Operator II | 18.67 |
| 14043 - Computer Operator III | 20.81 |
| 14044 - Computer Operator IV | 23.12 |
| 14045 - Computer Operator V | 25.61 |
| 14071 - Computer Programmer I | (see 1) 21.65 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 16.69 |
| Operator | |
| 14160 - Personal Computer Support | 23.98 |
| Technician | |
| 14170 - System Support Specialist | 27.83 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.62 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.64 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 41.51 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 28.62 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 40.22 |
| 15070 - Flight Instructor (Pilot) | 41.51 |
| 15080 - Graphic Artist | 20.72 |
| 15085 - Maintenance Test Pilot Fixed | 41.51 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 41.51 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 41.51 |
| Pilot | |
| 15090 - Technical Instructor | 18.94 |
| 15095 - Technical Instructor/Course | 25.49 |
| Developer | |
| 15110 - Test Proctor | 15.29 |

| | |
|--|-------|
| 15120 - Tutor | 15.29 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.93 |
| 16030 - Counter Attendant | 9.93 |
| 16040 - Dry Cleaner | 11.88 |
| 16070 - Finisher Flatwork Machine | 9.93 |
| 16090 - Presser Hand | 9.93 |
| 16110 - Presser Machine Drycleaning | 9.93 |
| 16130 - Presser Machine Shirts | 9.93 |
| 16160 - Presser Machine Wearing | 9.93 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.54 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer Machine | 10.59 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.06 |
| 19040 - Tool And Die Maker | 29.03 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.68 |
| 21030 - Material Coordinator | 19.21 |
| 21040 - Material Expediter | 19.21 |
| 21050 - Material Handling Laborer | 12.10 |
| 21071 - Order Filler | 12.57 |
| 21080 - Production Line Worker (Food Processing) | 14.68 |
| 21110 - Shipping Packer | 15.39 |
| 21130 - Shipping/Receiving Clerk | 15.39 |
| 21140 - Store Worker I | 12.82 |
| 21150 - Stock Clerk | 16.70 |
| 21210 - Tools And Parts Attendant | 14.68 |
| 21410 - Warehouse Specialist | 14.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.86 |
| 23019 - Aircraft Logs and Records Technician | 18.67 |
| 23021 - Aircraft Mechanic I | 21.88 |
| 23022 - Aircraft Mechanic II | 22.86 |
| 23023 - Aircraft Mechanic III | 23.81 |
| 23040 - Aircraft Mechanic Helper | 16.71 |
| 23050 - Aircraft Painter | 20.61 |
| 23060 - Aircraft Servicer | 18.67 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.61 |
| 23080 - Aircraft Worker | 19.64 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.64 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 21.88 |
| 23110 - Appliance Mechanic | 20.47 |
| 23120 - Bicycle Repairer | 16.76 |
| 23125 - Cable Splicer | 34.70 |
| 23130 - Carpenter Maintenance | 18.06 |
| 23140 - Carpet Layer | 19.41 |
| 23160 - Electrician Maintenance | 23.32 |
| 23181 - Electronics Technician Maintenance I | 25.24 |
| 23182 - Electronics Technician Maintenance II | 26.62 |
| 23183 - Electronics Technician Maintenance III | 28.03 |
| 23260 - Fabric Worker | 18.28 |
| 23290 - Fire Alarm System Mechanic | 21.56 |
| 23310 - Fire Extinguisher Repairer | 17.17 |
| 23311 - Fuel Distribution System Mechanic | 23.61 |
| 23312 - Fuel Distribution System Operator | 18.80 |
| 23370 - General Maintenance Worker | 17.48 |
| 23380 - Ground Support Equipment Mechanic | 21.88 |
| 23381 - Ground Support Equipment Servicer | 18.67 |
| 23382 - Ground Support Equipment Worker | 19.64 |
| 23391 - Gunsmith I | 17.17 |
| 23392 - Gunsmith II | 19.41 |
| 23393 - Gunsmith III | 21.56 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 21.10 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.13 |
| 23430 - Heavy Equipment Mechanic | 19.91 |
| 23440 - Heavy Equipment Operator | 17.15 |
| 23460 - Instrument Mechanic | 21.56 |
| 23465 - Laboratory/Shelter Mechanic | 20.47 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 20.47 |
| 23530 - Machinery Maintenance Mechanic | 21.41 |
| 23550 - Machinist Maintenance | 20.36 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 13.76 |
| 23591 - Metrology Technician I | 21.56 |
| 23592 - Metrology Technician II | 22.72 |
| 23593 - Metrology Technician III | 23.65 |
| 23640 - Millwright | 22.95 |
| 23710 - Office Appliance Repairer | 20.72 |
| 23760 - Painter Maintenance | 20.47 |
| 23790 - Pipefitter Maintenance | 22.20 |
| 23810 - Plumber Maintenance | 21.08 |
| 23820 - Pneudraulic Systems Mechanic | 21.56 |
| 23850 - Rigger | 21.56 |
| 23870 - Scale Mechanic | 19.41 |
| 23890 - Sheet-Metal Worker | 21.37 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.27 |
| 23931 - Telecommunications Mechanic | 29.89 |
| I | |
| 23932 - Telecommunications Mechanic | 33.06 |
| II | |
| 23950 - Telephone Lineman | 24.09 |
| 23960 - Welder Combination | 18.52 |
| Maintenance | |
| 23965 - Well Driller | 21.56 |
| 23970 - Woodcraft Worker | 21.56 |
| 23980 - Woodworker | 17.17 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.59 |
| 24570 - Child Care Attendant | 11.34 |
| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 9.93 |
| 24620 - Family Readiness And Support | 13.59 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 16.50 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 22.75 |
| 25040 - Sewage Plant Operator | 20.77 |
| 25070 - Stationary Engineer | 22.75 |
| 25190 - Ventilation Equipment Tender | 17.00 |
| 25210 - Water Treatment Plant | 20.77 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.90 |
| 27007 - Baggage Inspector | 10.23 |
| 27008 - Corrections Officer | 16.99 |
| 27010 - Court Security Officer | 17.70 |
| 27030 - Detection Dog Handler | 11.61 |
| 27040 - Detention Officer | 16.99 |
| 27070 - Firefighter | 17.70 |

| | |
|--|---------------|
| 27101 - Guard I | 10.23 |
| 27102 - Guard II | 11.61 |
| 27131 - Police Officer I | 18.83 |
| 27132 - Police Officer II | 20.91 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.32 |
| 28042 - Carnival Equipment Repairer | 12.11 |
| 28043 - Carnival Worker | 8.94 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 11.71 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health | 11.81 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 19.50 |
| 28630 - Sports Official | 12.89 |
| 28690 - Swimming Pool Operator | 14.45 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 21.35 |
| 29020 - Hatch Tender | 21.35 |
| 29030 - Line Handler | 21.35 |
| 29041 - Stevedore I | 20.11 |
| 29042 - Stevedore II | 22.52 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control | (see 2) 40.39 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control | (see 2) 27.86 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.67 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 18.63 |
| 30022 - Archeological Technician II | 20.83 |
| 30023 - Archeological Technician III | 25.81 |
| 30030 - Cartographic Technician | 25.81 |
| 30040 - Civil Engineering Technician | 22.43 |
| 30051 - Cryogenic Technician I | 28.58 |
| 30052 - Cryogenic Technician II | 31.57 |
| 30061 - Drafter/CAD Operator I | 18.63 |
| 30062 - Drafter/CAD Operator II | 20.83 |
| 30063 - Drafter/CAD Operator III | 23.22 |
| 30064 - Drafter/CAD Operator IV | 28.58 |
| 30081 - Engineering Technician I | 17.76 |
| 30082 - Engineering Technician II | 19.94 |
| 30083 - Engineering Technician III | 22.31 |
| 30084 - Engineering Technician IV | 27.62 |
| 30085 - Engineering Technician V | 33.80 |
| 30086 - Engineering Technician VI | 40.89 |
| 30090 - Environmental Technician | 25.81 |
| 30095 - Evidence Control Specialist | 25.81 |
| 30210 - Laboratory Technician | 26.88 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 28.58 |
| 30222 - Latent Fingerprint Technician II | 31.57 |
| 30240 - Mathematical Technician | 25.81 |
| 30361 - Paralegal/Legal Assistant I | 17.90 |
| 30362 - Paralegal/Legal Assistant II | 23.06 |
| 30363 - Paralegal/Legal Assistant III | 28.20 |
| 30364 - Paralegal/Legal Assistant IV | 34.12 |
| 30375 - Petroleum Supply Specialist | 31.57 |
| 30390 - Photo-Optics Technician | 25.81 |
| 30395 - Radiation Control Technician | 31.57 |
| 30461 - Technical Writer I | 25.81 |
| 30462 - Technical Writer II | 31.57 |
| 30463 - Technical Writer III | 38.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.67 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.23 |
| 30494 - Unexploded (UXO) Safety Escort | 25.67 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.67 |
| 30501 - Weather Forecaster I | 28.58 |
| 30502 - Weather Forecaster II | 34.77 |
| 30620 - Weather Observer Combined (see 2) | 23.22 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 25.81 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.06 |
| 31020 - Bus Aide | 13.30 |
| 31030 - Bus Driver | 17.57 |
| 31043 - Driver Courier | 13.80 |
| 31260 - Parking and Lot Attendant | 12.20 |
| 31290 - Shuttle Bus Driver | 14.45 |
| 31310 - Taxi Driver | 14.50 |
| 31361 - Truckdriver Light | 14.76 |
| 31362 - Truckdriver Medium | 15.72 |
| 31363 - Truckdriver Heavy | 20.20 |
| 31364 - Truckdriver Tractor-Trailer | 20.20 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.14 |
| 99030 - Cashier | 10.08 |
| 99050 - Desk Clerk | 9.36 |
| 99095 - Embalmer | 25.67 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.67 |
| 99251 - Laboratory Animal Caretaker | 11.07 |
| I | |
| 99252 - Laboratory Animal Caretaker | 11.84 |
| II | |
| 99260 - Marketing Analyst | 23.64 |
| 99310 - Mortician | 25.67 |
| 99410 - Pest Controller | 15.28 |
| 99510 - Photofinishing Worker | 13.49 |
| 99710 - Recycling Laborer | 15.99 |
| 99711 - Recycling Specialist | 18.56 |
| 99730 - Refuse Collector | 14.65 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 14.11 |
| 99830 - Survey Party Chief | 19.14 |
| 99831 - Surveying Aide | 12.72 |
| 99832 - Surveying Technician | 17.41 |
| 99840 - Vending Machine Attendant | 14.85 |
| 99841 - Vending Machine Repairer | 17.93 |
| 99842 - Vending Machine Repairer | 14.85 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4621

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4621
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Chambers Randolph

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.17 |
| 01012 - Accounting Clerk II | | 17.02 |
| 01013 - Accounting Clerk III | | 19.04 |
| 01020 - Administrative Assistant | | 31.08 |
| 01035 - Court Reporter | | 18.81 |
| 01041 - Customer Service Representative I | | 14.16 |
| 01042 - Customer Service Representative II | | 15.45 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 17.34 |
| 01051 - Data Entry Operator I | 13.26 |
| 01052 - Data Entry Operator II | 14.47 |
| 01060 - Dispatcher Motor Vehicle | 16.82 |
| 01070 - Document Preparation Clerk | 14.97 |
| 01090 - Duplicating Machine Operator | 14.97 |
| 01111 - General Clerk I | 10.88 |
| 01112 - General Clerk II | 11.87 |
| 01113 - General Clerk III | 13.32 |
| 01120 - Housing Referral Assistant | 20.96 |
| 01141 - Messenger Courier | 13.60 |
| 01191 - Order Clerk I | 12.77 |
| 01192 - Order Clerk II | 13.94 |
| 01261 - Personnel Assistant (Employment) I | 16.13 |
| 01262 - Personnel Assistant (Employment) II | 18.05 |
| 01263 - Personnel Assistant (Employment) III | 20.12 |
| 01270 - Production Control Clerk | 19.01 |
| 01290 - Rental Clerk | 12.27 |
| 01300 - Scheduler Maintenance | 16.82 |
| 01311 - Secretary I | 16.82 |
| 01312 - Secretary II | 18.81 |
| 01313 - Secretary III | 20.96 |
| 01320 - Service Order Dispatcher | 15.03 |
| 01410 - Supply Technician | 31.08 |
| 01420 - Survey Worker | 15.60 |
| 01460 - Switchboard Operator/Receptionist | 12.71 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.82 |
| 01533 - Travel Clerk III | 13.64 |
| 01611 - Word Processor I | 14.97 |
| 01612 - Word Processor II | 16.82 |
| 01613 - Word Processor III | 18.81 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 20.91 |
| Fiberglass | |
| 05010 - Automotive Electrician | 17.62 |
| 05040 - Automotive Glass Installer | 15.94 |
| 05070 - Automotive Worker | 15.94 |
| 05110 - Mobile Equipment Servicer | 13.96 |
| 05130 - Motor Equipment Metal | 17.91 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 15.94 |
| 05190 - Motor Vehicle Mechanic | 17.93 |
| 05220 - Motor Vehicle Mechanic Helper | 13.86 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 15.59 |
| 05280 - Motor Vehicle Wrecker | 15.94 |
| 05310 - Painter Automotive | 16.98 |
| 05340 - Radiator Repair Specialist | 15.94 |
| 05370 - Tire Repairer | 11.95 |
| 05400 - Transmission Repair Specialist | 17.91 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.42 |
| 07041 - Cook I | 10.16 |
| 07042 - Cook II | 11.49 |
| 07070 - Dishwasher | 9.28 |
| 07130 - Food Service Worker | 9.24 |
| 07210 - Meat Cutter | 14.32 |
| 07260 - Waiter/Waitress | 8.98 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.78 |
| 09040 - Furniture Handler | 11.16 |
| 09080 - Furniture Refinisher | 15.55 |
| 09090 - Furniture Refinisher Helper | 13.03 |
| 09110 - Furniture Repairer Minor | 14.91 |
| 09130 - Upholsterer | 16.78 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.61 |
| 11060 - Elevator Operator | 10.78 |
| 11090 - Gardener | 13.44 |
| 11122 - Housekeeping Aide | 10.78 |
| 11150 - Janitor | 10.78 |
| 11210 - Laborer Grounds Maintenance | 10.84 |
| 11240 - Maid or Houseman | 9.41 |
| 11260 - Pruner | 9.93 |
| 11270 - Tractor Operator | 12.57 |
| 11330 - Trail Maintenance Worker | 10.84 |
| 11360 - Window Cleaner | 11.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.77 |
| 12011 - Breath Alcohol Technician | 17.76 |
| 12012 - Certified Occupational Therapist Assistant | 28.71 |
| 12015 - Certified Physical Therapist Assistant | 28.08 |
| 12020 - Dental Assistant | 16.70 |
| 12025 - Dental Hygienist | 36.12 |
| 12030 - EKG Technician | 26.91 |
| 12035 - Electroneurodiagnostic Technologist | 26.91 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 15.77 |
| 12071 - Licensed Practical Nurse I | 15.87 |
| 12072 - Licensed Practical Nurse II | 17.76 |
| 12073 - Licensed Practical Nurse III | 19.79 |
| 12100 - Medical Assistant | 13.53 |
| 12130 - Medical Laboratory Technician | 19.45 |
| Technician | |
| 12160 - Medical Record Clerk | 13.66 |
| 12190 - Medical Record Technician | 16.82 |
| 12195 - Medical Transcriptionist | 15.14 |
| 12210 - Nuclear Medicine Technologist | 37.94 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.55 |
| 12222 - Nursing Assistant II | 12.98 |
| 12223 - Nursing Assistant III | 14.16 |
| 12224 - Nursing Assistant IV | 15.91 |
| 12235 - Optical Dispenser | 17.76 |
| 12236 - Optical Technician | 15.87 |
| 12250 - Pharmacy Technician | 14.02 |
| 12280 - Phlebotomist | 14.85 |
| 12305 - Radiologic Technologist | 23.56 |
| 12311 - Registered Nurse I | 22.48 |
| 12312 - Registered Nurse II | 27.50 |
| 12313 - Registered Nurse II | 27.50 |
| Specialist | |
| 12314 - Registered Nurse III | 33.28 |
| 12315 - Registered Nurse III | 33.28 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 39.88 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.00 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 22.00 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.56 |
| 13012 - Exhibits Specialist II | 24.22 |
| 13013 - Exhibits Specialist III | 29.63 |
| 13041 - Illustrator I | 20.60 |
| 13042 - Illustrator II | 24.22 |
| 13043 - Illustrator III | 29.63 |
| 13047 - Librarian | 26.83 |
| 13050 - Library Aide/Clerk | 10.66 |
| 13054 - Library Information Technology Systems Administrator | 24.22 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 19.56 |
| 13061 - Media Specialist I | 17.48 |
| 13062 - Media Specialist II | 19.56 |
| 13063 - Media Specialist III | 21.79 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.48 |
| 13072 - Photographer II | 19.56 |
| 13073 - Photographer III | 24.22 |
| 13074 - Photographer IV | 29.63 |
| 13075 - Photographer V | 35.85 |
| 13090 - Technical Order Library | 15.49 |
| Clerk | |
| 13110 - Video Teleconference | 17.44 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 14.84 |
| 14042 - Computer Operator II | 16.60 |
| 14043 - Computer Operator III | 18.51 |
| 14044 - Computer Operator IV | 20.57 |
| 14045 - Computer Operator V | 22.77 |
| 14071 - Computer Programmer I | (see 1) 20.24 |
| 14072 - Computer Programmer II | (see 1) 25.08 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 14.84 |
| Operator | |
| 14160 - Personal Computer Support | 20.57 |
| Technician | |
| 14170 - System Support Specialist | 27.83 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.62 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.64 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 41.51 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 28.62 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 40.22 |
| 15070 - Flight Instructor (Pilot) | 41.51 |
| 15080 - Graphic Artist | 19.48 |
| 15085 - Maintenance Test Pilot Fixed | 41.51 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 41.51 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 41.51 |
| Pilot | |
| 15090 - Technical Instructor | 21.88 |
| 15095 - Technical Instructor/Course | 26.77 |
| Developer | |
| 15110 - Test Proctor | 17.66 |

| | |
|--|-------|
| 15120 - Tutor | 17.66 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.93 |
| 16030 - Counter Attendant | 9.93 |
| 16040 - Dry Cleaner | 11.88 |
| 16070 - Finisher Flatwork Machine | 9.93 |
| 16090 - Presser Hand | 9.93 |
| 16110 - Presser Machine Drycleaning | 9.93 |
| 16130 - Presser Machine Shirts | 9.93 |
| 16160 - Presser Machine Wearing | 9.93 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.54 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer Machine | 10.59 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.06 |
| 19040 - Tool And Die Maker | 29.03 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.68 |
| 21030 - Material Coordinator | 19.01 |
| 21040 - Material Expediter | 19.01 |
| 21050 - Material Handling Laborer | 12.10 |
| 21071 - Order Filler | 12.57 |
| 21080 - Production Line Worker (Food Processing) | 14.68 |
| 21110 - Shipping Packer | 15.39 |
| 21130 - Shipping/Receiving Clerk | 15.39 |
| 21140 - Store Worker I | 12.82 |
| 21150 - Stock Clerk | 16.70 |
| 21210 - Tools And Parts Attendant | 14.68 |
| 21410 - Warehouse Specialist | 14.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.72 |
| 23019 - Aircraft Logs and Records Technician | 18.28 |
| 23021 - Aircraft Mechanic I | 21.56 |
| 23022 - Aircraft Mechanic II | 22.72 |
| 23023 - Aircraft Mechanic III | 23.65 |
| 23040 - Aircraft Mechanic Helper | 16.04 |
| 23050 - Aircraft Painter | 20.47 |
| 23060 - Aircraft Servicer | 18.28 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.47 |
| 23080 - Aircraft Worker | 19.41 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.41 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 21.56 |
| 23110 - Appliance Mechanic | 20.47 |
| 23120 - Bicycle Repairer | 16.76 |
| 23125 - Cable Splicer | 34.70 |
| 23130 - Carpenter Maintenance | 18.06 |
| 23140 - Carpet Layer | 19.41 |
| 23160 - Electrician Maintenance | 22.88 |
| 23181 - Electronics Technician Maintenance I | 25.24 |
| 23182 - Electronics Technician Maintenance II | 26.62 |
| 23183 - Electronics Technician Maintenance III | 28.03 |
| 23260 - Fabric Worker | 18.28 |
| 23290 - Fire Alarm System Mechanic | 21.56 |
| 23310 - Fire Extinguisher Repairer | 17.17 |
| 23311 - Fuel Distribution System Mechanic | 23.61 |
| 23312 - Fuel Distribution System Operator | 18.80 |
| 23370 - General Maintenance Worker | 17.43 |
| 23380 - Ground Support Equipment Mechanic | 21.56 |
| 23381 - Ground Support Equipment Servicer | 18.28 |
| 23382 - Ground Support Equipment Worker | 19.41 |
| 23391 - Gunsmith I | 17.17 |
| 23392 - Gunsmith II | 19.41 |
| 23393 - Gunsmith III | 21.56 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 21.10 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.13 |
| 23430 - Heavy Equipment Mechanic | 19.67 |
| 23440 - Heavy Equipment Operator | 17.15 |
| 23460 - Instrument Mechanic | 21.56 |
| 23465 - Laboratory/Shelter Mechanic | 20.47 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 20.47 |
| 23530 - Machinery Maintenance Mechanic | 21.41 |
| 23550 - Machinist Maintenance | 20.50 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 13.76 |
| 23591 - Metrology Technician I | 21.56 |
| 23592 - Metrology Technician II | 22.72 |
| 23593 - Metrology Technician III | 23.65 |
| 23640 - Millwright | 22.95 |
| 23710 - Office Appliance Repairer | 20.31 |
| 23760 - Painter Maintenance | 20.47 |
| 23790 - Pipefitter Maintenance | 22.20 |
| 23810 - Plumber Maintenance | 21.08 |
| 23820 - Pneudraulic Systems Mechanic | 21.56 |
| 23850 - Rigger | 21.56 |
| 23870 - Scale Mechanic | 19.41 |
| 23890 - Sheet-Metal Worker | 21.37 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.02 |
| 23931 - Telecommunications Mechanic | 31.38 |
| I | |
| 23932 - Telecommunications Mechanic | 32.98 |
| II | |
| 23950 - Telephone Lineman | 24.09 |
| 23960 - Welder Combination | 18.52 |
| Maintenance | |
| 23965 - Well Driller | 21.56 |
| 23970 - Woodcraft Worker | 21.56 |
| 23980 - Woodworker | 17.17 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.70 |
| 24570 - Child Care Attendant | 12.17 |
| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 10.01 |
| 24620 - Family Readiness And Support | 13.70 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 15.32 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 22.75 |
| 25040 - Sewage Plant Operator | 20.77 |
| 25070 - Stationary Engineer | 22.75 |
| 25190 - Ventilation Equipment Tender | 17.00 |
| 25210 - Water Treatment Plant | 20.77 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.33 |
| 27007 - Baggage Inspector | 13.38 |
| 27008 - Corrections Officer | 16.85 |
| 27010 - Court Security Officer | 16.23 |
| 27030 - Detection Dog Handler | 15.58 |
| 27040 - Detention Officer | 16.85 |
| 27070 - Firefighter | 15.68 |

| | |
|--|-------|
| 27101 - Guard I | 13.38 |
| 27102 - Guard II | 15.58 |
| 27131 - Police Officer I | 17.36 |
| 27132 - Police Officer II | 19.29 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.32 |
| 28042 - Carnival Equipment Repairer | 12.11 |
| 28043 - Carnival Worker | 8.94 |
| 28210 - Gate Attendant/Gate Tender | 14.32 |
| 28310 - Lifeguard | 11.71 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health | 11.68 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 19.35 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 18.80 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 21.35 |
| 29020 - Hatch Tender | 21.35 |
| 29030 - Line Handler | 21.35 |
| 29041 - Stevedore I | 20.11 |
| 29042 - Stevedore II | 22.52 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.39 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.86 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.67 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 18.63 |
| 30022 - Archeological Technician II | 20.83 |
| 30023 - Archeological Technician III | 25.81 |
| 30030 - Cartographic Technician | 25.81 |
| 30040 - Civil Engineering Technician | 22.43 |
| 30051 - Cryogenic Technician I | 28.58 |
| 30052 - Cryogenic Technician II | 31.57 |
| 30061 - Drafter/CAD Operator I | 18.63 |
| 30062 - Drafter/CAD Operator II | 20.83 |
| 30063 - Drafter/CAD Operator III | 23.22 |
| 30064 - Drafter/CAD Operator IV | 28.58 |
| 30081 - Engineering Technician I | 17.50 |
| 30082 - Engineering Technician II | 19.65 |
| 30083 - Engineering Technician III | 21.98 |
| 30084 - Engineering Technician IV | 27.62 |
| 30085 - Engineering Technician V | 33.80 |
| 30086 - Engineering Technician VI | 40.29 |
| 30090 - Environmental Technician | 25.81 |
| 30095 - Evidence Control Specialist | 25.81 |
| 30210 - Laboratory Technician | 26.88 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 28.58 |
| 30222 - Latent Fingerprint Technician II | 31.57 |
| 30240 - Mathematical Technician | 25.81 |
| 30361 - Paralegal/Legal Assistant I | 17.90 |
| 30362 - Paralegal/Legal Assistant II | 22.16 |
| 30363 - Paralegal/Legal Assistant III | 27.11 |
| 30364 - Paralegal/Legal Assistant IV | 32.81 |
| 30375 - Petroleum Supply Specialist | 31.57 |
| 30390 - Photo-Optics Technician | 25.81 |
| 30395 - Radiation Control Technician | 31.57 |
| 30461 - Technical Writer I | 25.81 |
| 30462 - Technical Writer II | 31.57 |
| 30463 - Technical Writer III | 38.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.67 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.23 |
| 30494 - Unexploded (UXO) Safety Escort | 25.67 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.67 |
| 30501 - Weather Forecaster I | 28.58 |
| 30502 - Weather Forecaster II | 34.77 |
| 30620 - Weather Observer Combined (see 2) | 23.22 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 25.81 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 31.06 |
| 31020 - Bus Aide | 13.30 |
| 31030 - Bus Driver | 17.57 |
| 31043 - Driver Courier | 13.80 |
| 31260 - Parking and Lot Attendant | 12.20 |
| 31290 - Shuttle Bus Driver | 14.45 |
| 31310 - Taxi Driver | 15.28 |
| 31361 - Truckdriver Light | 14.76 |
| 31362 - Truckdriver Medium | 15.72 |
| 31363 - Truckdriver Heavy | 20.20 |
| 31364 - Truckdriver Tractor-Trailer | 20.20 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.14 |
| 99030 - Cashier | 10.08 |
| 99050 - Desk Clerk | 10.10 |
| 99095 - Embalmer | 25.67 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.67 |
| 99251 - Laboratory Animal Caretaker | 11.07 |
| I | |
| 99252 - Laboratory Animal Caretaker | 11.84 |
| II | |
| 99260 - Marketing Analyst | 23.64 |
| 99310 - Mortician | 25.67 |
| 99410 - Pest Controller | 15.28 |
| 99510 - Photofinishing Worker | 13.49 |
| 99710 - Recycling Laborer | 15.99 |
| 99711 - Recycling Specialist | 18.56 |
| 99730 - Refuse Collector | 14.65 |
| 99810 - Sales Clerk | 11.21 |
| 99820 - School Crossing Guard | 14.11 |
| 99830 - Survey Party Chief | 17.97 |
| 99831 - Surveying Aide | 12.74 |
| 99832 - Surveying Technician | 17.41 |
| 99840 - Vending Machine Attendant | 16.37 |
| 99841 - Vending Machine Repairer | 18.25 |
| 99842 - Vending Machine Repairer | 16.37 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4623

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4623
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Greene Marengo Perry

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.69 |
| 01012 - Accounting Clerk II | | 20.01 |
| 01013 - Accounting Clerk III | | 20.98 |
| 01020 - Administrative Assistant | | 26.26 |
| 01035 - Court Reporter | | 17.92 |
| 01041 - Customer Service Representative I | | 12.35 |
| 01042 - Customer Service Representative II | | 13.56 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.14 |
| 01051 - Data Entry Operator I | 13.96 |
| 01052 - Data Entry Operator II | 15.23 |
| 01060 - Dispatcher Motor Vehicle | 21.09 |
| 01070 - Document Preparation Clerk | 13.95 |
| 01090 - Duplicating Machine Operator | 13.95 |
| 01111 - General Clerk I | 13.41 |
| 01112 - General Clerk II | 14.66 |
| 01113 - General Clerk III | 16.52 |
| 01120 - Housing Referral Assistant | 20.52 |
| 01141 - Messenger Courier | 11.38 |
| 01191 - Order Clerk I | 13.42 |
| 01192 - Order Clerk II | 14.83 |
| 01261 - Personnel Assistant (Employment) I | 17.24 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 24.22 |
| 01290 - Rental Clerk | 14.86 |
| 01300 - Scheduler Maintenance | 16.45 |
| 01311 - Secretary I | 16.45 |
| 01312 - Secretary II | 18.26 |
| 01313 - Secretary III | 20.52 |
| 01320 - Service Order Dispatcher | 18.86 |
| 01410 - Supply Technician | 26.26 |
| 01420 - Survey Worker | 17.92 |
| 01460 - Switchboard Operator/Receptionist | 12.47 |
| 01531 - Travel Clerk I | 12.54 |
| 01532 - Travel Clerk II | 13.38 |
| 01533 - Travel Clerk III | 13.98 |
| 01611 - Word Processor I | 14.45 |
| 01612 - Word Processor II | 15.82 |
| 01613 - Word Processor III | 18.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 23.46 |
| Fiberglass | |
| 05010 - Automotive Electrician | 17.57 |
| 05040 - Automotive Glass Installer | 16.60 |
| 05070 - Automotive Worker | 16.60 |
| 05110 - Mobile Equipment Servicer | 14.02 |
| 05130 - Motor Equipment Metal | 18.53 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 16.60 |
| 05190 - Motor Vehicle Mechanic | 17.83 |
| 05220 - Motor Vehicle Mechanic Helper | 14.05 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 15.63 |
| 05280 - Motor Vehicle Wrecker | 16.60 |
| 05310 - Painter Automotive | 17.57 |
| 05340 - Radiator Repair Specialist | 16.60 |
| 05370 - Tire Repairer | 15.59 |
| 05400 - Transmission Repair Specialist | 18.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.48 |
| 07041 - Cook I | 9.09 |
| 07042 - Cook II | 10.58 |
| 07070 - Dishwasher | 8.99 |
| 07130 - Food Service Worker | 10.70 |
| 07210 - Meat Cutter | 15.26 |
| 07260 - Waiter/Waitress | 9.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.64 |
| 09040 - Furniture Handler | 12.58 |
| 09080 - Furniture Refinisher | 19.64 |
| 09090 - Furniture Refinisher Helper | 15.23 |
| 09110 - Furniture Repairer Minor | 17.89 |
| 09130 - Upholsterer | 19.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.22 |
| 11060 - Elevator Operator | 11.22 |
| 11090 - Gardener | 17.43 |
| 11122 - Housekeeping Aide | 9.95 |
| 11150 - Janitor | 9.95 |
| 11210 - Laborer Grounds Maintenance | 13.26 |
| 11240 - Maid or Houseman | 9.69 |
| 11260 - Pruner | 11.85 |
| 11270 - Tractor Operator | 16.03 |
| 11330 - Trail Maintenance Worker | 13.26 |
| 11360 - Window Cleaner | 11.13 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.25 |
| 12011 - Breath Alcohol Technician | 17.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.46 |
| 12015 - Certified Physical Therapist Assistant | 28.15 |
| 12020 - Dental Assistant | 14.10 |
| 12025 - Dental Hygienist | 27.46 |
| 12030 - EKG Technician | 27.02 |
| 12035 - Electroneurodiagnostic Technologist | 27.02 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 17.25 |
| 12071 - Licensed Practical Nurse I | 15.95 |
| 12072 - Licensed Practical Nurse II | 17.83 |
| 12073 - Licensed Practical Nurse III | 19.87 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 22.56 |
| Technician | |
| 12160 - Medical Record Clerk | 14.43 |
| 12190 - Medical Record Technician | 17.25 |
| 12195 - Medical Transcriptionist | 15.95 |
| 12210 - Nuclear Medicine Technologist | 39.18 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.43 |
| 12222 - Nursing Assistant II | 12.84 |
| 12223 - Nursing Assistant III | 14.02 |
| 12224 - Nursing Assistant IV | 15.74 |
| 12235 - Optical Dispenser | 17.83 |
| 12236 - Optical Technician | 15.95 |
| 12250 - Pharmacy Technician | 14.17 |
| 12280 - Phlebotomist | 13.89 |
| 12305 - Radiologic Technologist | 22.39 |
| 12311 - Registered Nurse I | 24.27 |
| 12312 - Registered Nurse II | 29.69 |
| 12313 - Registered Nurse II | 29.69 |
| Specialist | |
| 12314 - Registered Nurse III | 35.91 |
| 12315 - Registered Nurse III | 35.91 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 43.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.09 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 20.73 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.38 |
| 13012 - Exhibits Specialist II | 23.99 |
| 13013 - Exhibits Specialist III | 29.36 |
| 13041 - Illustrator I | 19.38 |
| 13042 - Illustrator II | 23.99 |
| 13043 - Illustrator III | 29.36 |
| 13047 - Librarian | 26.58 |
| 13050 - Library Aide/Clerk | 11.26 |
| 13054 - Library Information Technology Systems Administrator | 23.99 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 13.80 |
| 13061 - Media Specialist I | 17.32 |
| 13062 - Media Specialist II | 19.38 |
| 13063 - Media Specialist III | 21.59 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.32 |
| 13072 - Photographer II | 19.38 |
| 13073 - Photographer III | 23.99 |
| 13074 - Photographer IV | 29.36 |
| 13075 - Photographer V | 35.52 |
| 13090 - Technical Order Library | 18.40 |
| Clerk | |
| 13110 - Video Teleconference | 17.32 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.92 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 19.86 |
| 14044 - Computer Operator IV | 22.06 |
| 14045 - Computer Operator V | 24.43 |
| 14071 - Computer Programmer I | (see 1) 23.08 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.92 |
| Operator | |
| 14160 - Personal Computer Support | 22.06 |
| Technician | |
| 14170 - System Support Specialist | 24.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.29 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.23 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 38.85 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 29.28 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 35.24 |
| 15070 - Flight Instructor (Pilot) | 38.85 |
| 15080 - Graphic Artist | 27.63 |
| 15085 - Maintenance Test Pilot Fixed | 37.43 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 37.43 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 37.43 |
| Pilot | |
| 15090 - Technical Instructor | 23.08 |
| 15095 - Technical Instructor/Course | 28.24 |
| Developer | |
| 15110 - Test Proctor | 18.64 |

| | |
|--|-------|
| 15120 - Tutor | 18.64 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.21 |
| 16030 - Counter Attendant | 10.21 |
| 16040 - Dry Cleaner | 11.83 |
| 16070 - Finisher Flatwork Machine | 10.21 |
| 16090 - Presser Hand | 10.21 |
| 16110 - Presser Machine Drycleaning | 10.21 |
| 16130 - Presser Machine Shirts | 10.21 |
| 16160 - Presser Machine Wearing | 10.21 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.26 |
| 16250 - Washer Machine | 10.72 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.78 |
| 19040 - Tool And Die Maker | 25.89 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.87 |
| 21030 - Material Coordinator | 24.22 |
| 21040 - Material Expediter | 24.22 |
| 21050 - Material Handling Laborer | 12.57 |
| 21071 - Order Filler | 11.76 |
| 21080 - Production Line Worker (Food Processing) | 15.87 |
| 21110 - Shipping Packer | 18.92 |
| 21130 - Shipping/Receiving Clerk | 18.92 |
| 21140 - Store Worker I | 11.87 |
| 21150 - Stock Clerk | 16.59 |
| 21210 - Tools And Parts Attendant | 15.87 |
| 21410 - Warehouse Specialist | 15.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.46 |
| 23019 - Aircraft Logs and Records | 18.38 |
| Technician | |
| 23021 - Aircraft Mechanic I | 22.11 |
| 23022 - Aircraft Mechanic II | 23.46 |
| 23023 - Aircraft Mechanic III | 24.83 |
| 23040 - Aircraft Mechanic Helper | 16.11 |
| 23050 - Aircraft Painter | 20.78 |
| 23060 - Aircraft Servicer | 18.38 |
| 23070 - Aircraft Survival Flight | 20.78 |
| Equipment Technician | |
| 23080 - Aircraft Worker | 19.53 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.53 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 22.11 |
| 23110 - Appliance Mechanic | 20.78 |
| 23120 - Bicycle Repairer | 16.73 |
| 23125 - Cable Splicer | 36.63 |
| 23130 - Carpenter Maintenance | 23.16 |
| 23140 - Carpet Layer | 19.46 |
| 23160 - Electrician Maintenance | 22.19 |
| 23181 - Electronics Technician Maintenance I | 29.59 |
| 23182 - Electronics Technician Maintenance II | 31.60 |
| 23183 - Electronics Technician Maintenance III | 33.62 |
| 23260 - Fabric Worker | 18.08 |
| 23290 - Fire Alarm System Mechanic | 22.11 |
| 23310 - Fire Extinguisher Repairer | 16.73 |
| 23311 - Fuel Distribution System Mechanic | 24.08 |
| 23312 - Fuel Distribution System Operator | 18.15 |
| 23370 - General Maintenance Worker | 18.36 |
| 23380 - Ground Support Equipment Mechanic | 22.11 |
| 23381 - Ground Support Equipment Servicer | 18.38 |
| 23382 - Ground Support Equipment Worker | 19.53 |
| 23391 - Gunsmith I | 16.73 |
| 23392 - Gunsmith II | 19.46 |
| 23393 - Gunsmith III | 22.11 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 18.42 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 19.20 |
| 23430 - Heavy Equipment Mechanic | 21.94 |
| 23440 - Heavy Equipment Operator | 17.34 |
| 23460 - Instrument Mechanic | 26.36 |
| 23465 - Laboratory/Shelter Mechanic | 20.78 |
| 23470 - Laborer | 12.24 |
| 23510 - Locksmith | 20.78 |
| 23530 - Machinery Maintenance Mechanic | 32.63 |
| 23550 - Machinist Maintenance | 23.74 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.95 |
| 23591 - Metrology Technician I | 26.36 |
| 23592 - Metrology Technician II | 23.67 |
| 23593 - Metrology Technician III | 25.06 |
| 23640 - Millwright | 22.57 |
| 23710 - Office Appliance Repairer | 21.21 |
| 23760 - Painter Maintenance | 20.63 |
| 23790 - Pipefitter Maintenance | 22.60 |
| 23810 - Plumber Maintenance | 21.24 |
| 23820 - Pneudraulic Systems Mechanic | 22.11 |
| 23850 - Rigger | 22.11 |
| 23870 - Scale Mechanic | 19.46 |
| 23890 - Sheet-Metal Worker | 20.68 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.30 |
| 23931 - Telecommunications Mechanic | 33.53 |
| I | |
| 23932 - Telecommunications Mechanic | 35.45 |
| II | |
| 23950 - Telephone Lineman | 28.66 |
| 23960 - Welder Combination | 19.47 |
| Maintenance | |
| 23965 - Well Driller | 22.11 |
| 23970 - Woodcraft Worker | 22.11 |
| 23980 - Woodworker | 16.73 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.44 |
| 24570 - Child Care Attendant | 10.65 |
| 24580 - Child Care Center Clerk | 15.30 |
| 24610 - Chore Aide | 10.10 |
| 24620 - Family Readiness And Support | 13.44 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 19.50 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 25.43 |
| 25040 - Sewage Plant Operator | 20.81 |
| 25070 - Stationary Engineer | 25.43 |
| 25190 - Ventilation Equipment Tender | 17.25 |
| 25210 - Water Treatment Plant | 20.81 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.72 |
| 27007 - Baggage Inspector | 11.89 |
| 27008 - Corrections Officer | 18.22 |
| 27010 - Court Security Officer | 18.99 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 18.22 |
| 27070 - Firefighter | 20.70 |

| | |
|--|---------------|
| 27101 - Guard I | 11.89 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 20.26 |
| 27132 - Police Officer II | 22.49 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.43 |
| 28042 - Carnival Equipment Repairer | 16.78 |
| 28043 - Carnival Worker | 11.41 |
| 28210 - Gate Attendant/Gate Tender | 13.20 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.78 |
| 28510 - Recreation Aide/Health | 10.78 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 18.28 |
| 28630 - Sports Official | 11.76 |
| 28690 - Swimming Pool Operator | 19.52 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 19.31 |
| 29020 - Hatch Tender | 19.31 |
| 29030 - Line Handler | 19.31 |
| 29041 - Stevedore I | 17.95 |
| 29042 - Stevedore II | 20.63 |
| 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 | 16.61 |
| 30022 - Archeological Technician II | 18.58 |
| 30023 - Archeological Technician III | 23.03 |
| 30030 - Cartographic Technician | 23.03 |
| 30040 - Civil Engineering Technician | 22.60 |
| 30051 - Cryogenic Technician I | 21.24 |
| 30052 - Cryogenic Technician II | 23.46 |
| 30061 - Drafter/CAD Operator I | 16.61 |
| 30062 - Drafter/CAD Operator II | 18.58 |
| 30063 - Drafter/CAD Operator III | 22.03 |
| 30064 - Drafter/CAD Operator IV | 25.20 |
| 30081 - Engineering Technician I | 15.74 |
| 30082 - Engineering Technician II | 17.65 |
| 30083 - Engineering Technician III | 19.75 |
| 30084 - Engineering Technician IV | 24.48 |
| 30085 - Engineering Technician V | 29.94 |
| 30086 - Engineering Technician VI | 36.22 |
| 30090 - Environmental Technician | 22.51 |
| 30095 - Evidence Control Specialist | 19.18 |
| 30210 - Laboratory Technician | 32.60 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 21.24 |
| 30222 - Latent Fingerprint Technician II | 23.46 |
| 30240 - Mathematical Technician | 23.13 |
| 30361 - Paralegal/Legal Assistant I | 18.40 |
| 30362 - Paralegal/Legal Assistant II | 22.81 |
| 30363 - Paralegal/Legal Assistant III | 27.90 |
| 30364 - Paralegal/Legal Assistant IV | 33.75 |
| 30375 - Petroleum Supply Specialist | 23.46 |
| 30390 - Photo-Optics Technician | 23.13 |
| 30395 - Radiation Control Technician | 23.46 |
| 30461 - Technical Writer I | 19.00 |
| 30462 - Technical Writer II | 23.25 |
| 30463 - Technical Writer III | 26.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 23.36 |
| 30502 - Weather Forecaster II | 28.42 |
| 30620 - Weather Observer Combined (see 2) | 22.03 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 23.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.25 |
| 31030 - Bus Driver | 17.42 |
| 31043 - Driver Courier | 14.26 |
| 31260 - Parking and Lot Attendant | 10.96 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 14.83 |
| 31361 - Truckdriver Light | 15.50 |
| 31362 - Truckdriver Medium | 18.35 |
| 31363 - Truckdriver Heavy | 19.52 |
| 31364 - Truckdriver Tractor-Trailer | 19.52 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.51 |
| 99050 - Desk Clerk | 10.93 |
| 99095 - Embalmer | 24.65 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 18.10 |
| I | |
| 99252 - Laboratory Animal Caretaker | 19.67 |
| II | |
| 99260 - Marketing Analyst | 26.95 |
| 99310 - Mortician | 24.65 |
| 99410 - Pest Controller | 17.22 |
| 99510 - Photofinishing Worker | 14.08 |
| 99710 - Recycling Laborer | 16.00 |
| 99711 - Recycling Specialist | 19.34 |
| 99730 - Refuse Collector | 14.30 |
| 99810 - Sales Clerk | 12.40 |
| 99820 - School Crossing Guard | 13.45 |
| 99830 - Survey Party Chief | 20.26 |
| 99831 - Surveying Aide | 12.32 |
| 99832 - Surveying Technician | 16.90 |
| 99840 - Vending Machine Attendant | 18.19 |
| 99841 - Vending Machine Repairer | 23.00 |
| 99842 - Vending Machine Repairer | 18.19 |
| 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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4625

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4625
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Choctaw Clarke Conecuh Escambia Monroe
Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.83 |
| 01012 - Accounting Clerk II | | 16.66 |
| 01013 - Accounting Clerk III | | 18.63 |
| 01020 - Administrative Assistant | | 26.26 |
| 01035 - Court Reporter | | 17.96 |
| 01041 - Customer Service Representative I | | 12.35 |
| 01042 - Customer Service Representative II | | 13.56 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.14 |
| 01051 - Data Entry Operator I | 12.78 |
| 01052 - Data Entry Operator II | 13.95 |
| 01060 - Dispatcher Motor Vehicle | 21.09 |
| 01070 - Document Preparation Clerk | 13.95 |
| 01090 - Duplicating Machine Operator | 13.95 |
| 01111 - General Clerk I | 11.79 |
| 01112 - General Clerk II | 12.86 |
| 01113 - General Clerk III | 14.45 |
| 01120 - Housing Referral Assistant | 19.53 |
| 01141 - Messenger Courier | 11.38 |
| 01191 - Order Clerk I | 12.78 |
| 01192 - Order Clerk II | 13.95 |
| 01261 - Personnel Assistant (Employment) I | 17.24 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 24.22 |
| 01290 - Rental Clerk | 14.27 |
| 01300 - Scheduler Maintenance | 15.67 |
| 01311 - Secretary I | 15.67 |
| 01312 - Secretary II | 17.52 |
| 01313 - Secretary III | 19.53 |
| 01320 - Service Order Dispatcher | 18.86 |
| 01410 - Supply Technician | 26.26 |
| 01420 - Survey Worker | 17.56 |
| 01460 - Switchboard Operator/Receptionist | 11.27 |
| 01531 - Travel Clerk I | 12.54 |
| 01532 - Travel Clerk II | 13.38 |
| 01533 - Travel Clerk III | 13.98 |
| 01611 - Word Processor I | 13.95 |
| 01612 - Word Processor II | 15.67 |
| 01613 - Word Processor III | 17.52 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 23.12 |
| Fiberglass | |
| 05010 - Automotive Electrician | 16.05 |
| 05040 - Automotive Glass Installer | 14.40 |
| 05070 - Automotive Worker | 14.40 |
| 05110 - Mobile Equipment Servicer | 12.57 |
| 05130 - Motor Equipment Metal | 16.06 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 14.40 |
| 05190 - Motor Vehicle Mechanic | 16.06 |
| 05220 - Motor Vehicle Mechanic Helper | 11.94 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 14.40 |
| 05280 - Motor Vehicle Wrecker | 14.40 |
| 05310 - Painter Automotive | 15.98 |
| 05340 - Radiator Repair Specialist | 15.43 |
| 05370 - Tire Repairer | 15.04 |
| 05400 - Transmission Repair Specialist | 16.06 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.98 |
| 07041 - Cook I | 9.19 |
| 07042 - Cook II | 10.58 |
| 07070 - Dishwasher | 8.99 |
| 07130 - Food Service Worker | 10.70 |
| 07210 - Meat Cutter | 22.20 |
| 07260 - Waiter/Waitress | 9.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.64 |
| 09040 - Furniture Handler | 12.58 |
| 09080 - Furniture Refinisher | 19.64 |
| 09090 - Furniture Refinisher Helper | 15.23 |
| 09110 - Furniture Repairer Minor | 17.75 |
| 09130 - Upholsterer | 19.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.22 |
| 11060 - Elevator Operator | 11.22 |
| 11090 - Gardener | 17.43 |
| 11122 - Housekeeping Aide | 9.95 |
| 11150 - Janitor | 9.95 |
| 11210 - Laborer Grounds Maintenance | 13.26 |
| 11240 - Maid or Houseman | 9.69 |
| 11260 - Pruner | 12.90 |
| 11270 - Tractor Operator | 16.03 |
| 11330 - Trail Maintenance Worker | 13.26 |
| 11360 - Window Cleaner | 11.13 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.80 |
| 12011 - Breath Alcohol Technician | 17.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.46 |
| 12015 - Certified Physical Therapist Assistant | 28.15 |
| 12020 - Dental Assistant | 14.10 |
| 12025 - Dental Hygienist | 30.14 |
| 12030 - EKG Technician | 27.02 |
| 12035 - Electroneurodiagnostic Technologist | 27.02 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 15.80 |
| 12071 - Licensed Practical Nurse I | 15.95 |
| 12072 - Licensed Practical Nurse II | 17.83 |
| 12073 - Licensed Practical Nurse III | 19.87 |
| 12100 - Medical Assistant | 12.88 |
| 12130 - Medical Laboratory Technician | 22.56 |
| Technician | |
| 12160 - Medical Record Clerk | 14.43 |
| 12190 - Medical Record Technician | 17.25 |
| 12195 - Medical Transcriptionist | 15.95 |
| 12210 - Nuclear Medicine | 39.18 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.43 |
| 12222 - Nursing Assistant II | 12.84 |
| 12223 - Nursing Assistant III | 14.02 |
| 12224 - Nursing Assistant IV | 15.74 |
| 12235 - Optical Dispenser | 17.83 |
| 12236 - Optical Technician | 15.95 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.89 |
| 12305 - Radiologic Technologist | 22.39 |
| 12311 - Registered Nurse I | 21.61 |
| 12312 - Registered Nurse II | 26.43 |
| 12313 - Registered Nurse II | 26.43 |
| Specialist | |
| 12314 - Registered Nurse III | 31.98 |
| 12315 - Registered Nurse III | 31.98 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 38.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.09 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 20.73 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.38 |
| 13012 - Exhibits Specialist II | 23.99 |
| 13013 - Exhibits Specialist III | 29.36 |
| 13041 - Illustrator I | 20.65 |
| 13042 - Illustrator II | 24.45 |
| 13043 - Illustrator III | 28.84 |
| 13047 - Librarian | 26.58 |
| 13050 - Library Aide/Clerk | 10.19 |
| 13054 - Library Information | 23.99 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 14.47 |
| 13061 - Media Specialist I | 17.32 |
| 13062 - Media Specialist II | 19.38 |
| 13063 - Media Specialist III | 21.59 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.32 |
| 13072 - Photographer II | 19.38 |
| 13073 - Photographer III | 23.99 |
| 13074 - Photographer IV | 29.36 |
| 13075 - Photographer V | 35.52 |
| 13090 - Technical Order Library | 18.40 |
| Clerk | |
| 13110 - Video Teleconference | 17.01 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 14.45 |
| 14042 - Computer Operator II | 16.16 |
| 14043 - Computer Operator III | 18.02 |
| 14044 - Computer Operator IV | 20.01 |
| 14045 - Computer Operator V | 22.18 |
| 14071 - Computer Programmer I | (see 1) 18.85 |
| 14072 - Computer Programmer II | (see 1) 23.36 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 14.45 |
| Operator | |
| 14160 - Personal Computer Support | 20.01 |
| Technician | |
| 14170 - System Support Specialist | 22.18 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 27.79 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 33.42 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 38.60 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 27.79 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 29.19 |
| 15070 - Flight Instructor (Pilot) | 38.60 |
| 15080 - Graphic Artist | 23.99 |
| 15085 - Maintenance Test Pilot Fixed | 37.43 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 37.43 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 37.43 |
| Pilot | |
| 15090 - Technical Instructor | 22.62 |
| 15095 - Technical Instructor/Course | 27.67 |
| Developer | |
| 15110 - Test Proctor | 18.26 |

| | |
|--|-------|
| 15120 - Tutor | 18.26 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.21 |
| 16030 - Counter Attendant | 10.21 |
| 16040 - Dry Cleaner | 11.83 |
| 16070 - Finisher Flatwork Machine | 10.21 |
| 16090 - Presser Hand | 10.21 |
| 16110 - Presser Machine Drycleaning | 10.21 |
| 16130 - Presser Machine Shirts | 10.21 |
| 16160 - Presser Machine Wearing | 10.21 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.26 |
| 16250 - Washer Machine | 10.66 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.78 |
| 19040 - Tool And Die Maker | 25.89 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.87 |
| 21030 - Material Coordinator | 24.22 |
| 21040 - Material Expediter | 24.22 |
| 21050 - Material Handling Laborer | 12.24 |
| 21071 - Order Filler | 12.08 |
| 21080 - Production Line Worker (Food Processing) | 15.87 |
| 21110 - Shipping Packer | 18.92 |
| 21130 - Shipping/Receiving Clerk | 18.92 |
| 21140 - Store Worker I | 11.87 |
| 21150 - Stock Clerk | 16.59 |
| 21210 - Tools And Parts Attendant | 15.87 |
| 21410 - Warehouse Specialist | 15.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.38 |
| 23019 - Aircraft Logs and Records Technician | 18.08 |
| 23021 - Aircraft Mechanic I | 22.11 |
| 23022 - Aircraft Mechanic II | 23.38 |
| 23023 - Aircraft Mechanic III | 24.64 |
| 23040 - Aircraft Mechanic Helper | 15.38 |
| 23050 - Aircraft Painter | 20.78 |
| 23060 - Aircraft Servicer | 18.08 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.78 |
| 23080 - Aircraft Worker | 19.46 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.46 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 22.11 |
| 23110 - Appliance Mechanic | 20.78 |
| 23120 - Bicycle Repairer | 16.60 |
| 23125 - Cable Splicer | 35.84 |
| 23130 - Carpenter Maintenance | 22.45 |
| 23140 - Carpet Layer | 19.46 |
| 23160 - Electrician Maintenance | 22.19 |
| 23181 - Electronics Technician Maintenance I | 29.59 |
| 23182 - Electronics Technician Maintenance II | 31.60 |
| 23183 - Electronics Technician Maintenance III | 33.62 |
| 23260 - Fabric Worker | 18.08 |
| 23290 - Fire Alarm System Mechanic | 22.11 |
| 23310 - Fire Extinguisher Repairer | 16.73 |
| 23311 - Fuel Distribution System Mechanic | 21.56 |
| 23312 - Fuel Distribution System Operator | 16.31 |
| 23370 - General Maintenance Worker | 18.36 |
| 23380 - Ground Support Equipment Mechanic | 22.11 |
| 23381 - Ground Support Equipment Servicer | 18.08 |
| 23382 - Ground Support Equipment Worker | 19.46 |
| 23391 - Gunsmith I | 16.73 |
| 23392 - Gunsmith II | 19.46 |
| 23393 - Gunsmith III | 22.11 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 18.16 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 19.20 |
| 23430 - Heavy Equipment Mechanic | 21.94 |
| 23440 - Heavy Equipment Operator | 16.93 |
| 23460 - Instrument Mechanic | 22.11 |
| 23465 - Laboratory/Shelter Mechanic | 20.78 |
| 23470 - Laborer | 12.24 |
| 23510 - Locksmith | 20.78 |
| 23530 - Machinery Maintenance Mechanic | 32.63 |
| 23550 - Machinist Maintenance | 23.74 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 12.86 |
| 23591 - Metrology Technician I | 22.11 |
| 23592 - Metrology Technician II | 23.38 |
| 23593 - Metrology Technician III | 24.64 |
| 23640 - Millwright | 22.57 |
| 23710 - Office Appliance Repairer | 20.42 |
| 23760 - Painter Maintenance | 20.63 |
| 23790 - Pipefitter Maintenance | 22.60 |
| 23810 - Plumber Maintenance | 20.74 |
| 23820 - Pneudraulic Systems Mechanic | 22.11 |
| 23850 - Rigger | 22.11 |
| 23870 - Scale Mechanic | 19.46 |
| 23890 - Sheet-Metal Worker | 20.13 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 17.05 |
| 23931 - Telecommunications Mechanic | 33.53 |
| I | |
| 23932 - Telecommunications Mechanic | 35.45 |
| II | |
| 23950 - Telephone Lineman | 27.70 |
| 23960 - Welder Combination | 19.47 |
| Maintenance | |
| 23965 - Well Driller | 22.11 |
| 23970 - Woodcraft Worker | 22.11 |
| 23980 - Woodworker | 16.73 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.24 |
| 24570 - Child Care Attendant | 9.70 |
| 24580 - Child Care Center Clerk | 12.46 |
| 24610 - Chore Aide | 10.10 |
| 24620 - Family Readiness And Support | 13.24 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 13.44 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 24.76 |
| 25040 - Sewage Plant Operator | 20.81 |
| 25070 - Stationary Engineer | 24.76 |
| 25190 - Ventilation Equipment Tender | 16.74 |
| 25210 - Water Treatment Plant | 20.81 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.04 |
| 27007 - Baggage Inspector | 11.89 |
| 27008 - Corrections Officer | 15.97 |
| 27010 - Court Security Officer | 16.07 |
| 27030 - Detection Dog Handler | 13.30 |
| 27040 - Detention Officer | 15.97 |
| 27070 - Firefighter | 16.25 |

| | |
|--|---------------|
| 27101 - Guard I | 11.89 |
| 27102 - Guard II | 13.30 |
| 27131 - Police Officer I | 18.57 |
| 27132 - Police Officer II | 20.64 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.43 |
| 28042 - Carnival Equipment Repairer | 16.78 |
| 28043 - Carnival Worker | 11.41 |
| 28210 - Gate Attendant/Gate Tender | 13.20 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 14.78 |
| 28510 - Recreation Aide/Health | 10.78 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 18.30 |
| 28630 - Sports Official | 11.76 |
| 28690 - Swimming Pool Operator | 19.52 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 22.47 |
| 29020 - Hatch Tender | 22.47 |
| 29030 - Line Handler | 22.47 |
| 29041 - Stevedore I | 20.81 |
| 29042 - Stevedore II | 24.10 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control | (see 2) 40.29 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control | (see 2) 27.78 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.59 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 16.51 |
| 30022 - Archeological Technician II | 18.47 |
| 30023 - Archeological Technician III | 23.28 |
| 30030 - Cartographic Technician | 23.24 |
| 30040 - Civil Engineering Technician | 20.55 |
| 30051 - Cryogenic Technician I | 21.24 |
| 30052 - Cryogenic Technician II | 23.46 |
| 30061 - Drafter/CAD Operator I | 16.51 |
| 30062 - Drafter/CAD Operator II | 18.47 |
| 30063 - Drafter/CAD Operator III | 20.59 |
| 30064 - Drafter/CAD Operator IV | 24.60 |
| 30081 - Engineering Technician I | 16.87 |
| 30082 - Engineering Technician II | 18.93 |
| 30083 - Engineering Technician III | 21.17 |
| 30084 - Engineering Technician IV | 26.24 |
| 30085 - Engineering Technician V | 32.10 |
| 30086 - Engineering Technician VI | 38.83 |
| 30090 - Environmental Technician | 21.31 |
| 30095 - Evidence Control Specialist | 19.18 |
| 30210 - Laboratory Technician | 32.60 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 21.24 |
| 30222 - Latent Fingerprint Technician II | 23.46 |
| 30240 - Mathematical Technician | 26.22 |
| 30361 - Paralegal/Legal Assistant I | 16.88 |
| 30362 - Paralegal/Legal Assistant II | 20.92 |
| 30363 - Paralegal/Legal Assistant III | 25.59 |
| 30364 - Paralegal/Legal Assistant IV | 30.96 |
| 30375 - Petroleum Supply Specialist | 23.46 |
| 30390 - Photo-Optics Technician | 23.24 |
| 30395 - Radiation Control Technician | 23.46 |
| 30461 - Technical Writer I | 24.41 |
| 30462 - Technical Writer II | 29.85 |
| 30463 - Technical Writer III | 34.82 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 23.36 |
| 30502 - Weather Forecaster II | 28.42 |
| 30620 - Weather Observer Combined (see 2) | 22.65 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 24.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.25 |
| 31030 - Bus Driver | 17.42 |
| 31043 - Driver Courier | 14.19 |
| 31260 - Parking and Lot Attendant | 10.96 |
| 31290 - Shuttle Bus Driver | 14.03 |
| 31310 - Taxi Driver | 14.83 |
| 31361 - Truckdriver Light | 15.43 |
| 31362 - Truckdriver Medium | 16.76 |
| 31363 - Truckdriver Heavy | 18.75 |
| 31364 - Truckdriver Tractor-Trailer | 18.75 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.52 |
| 99050 - Desk Clerk | 10.59 |
| 99095 - Embalmer | 24.65 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 15.51 |
| I | |
| 99252 - Laboratory Animal Caretaker | 19.18 |
| II | |
| 99260 - Marketing Analyst | 26.95 |
| 99310 - Mortician | 24.65 |
| 99410 - Pest Controller | 16.27 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 15.58 |
| 99711 - Recycling Specialist | 19.14 |
| 99730 - Refuse Collector | 13.78 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 13.45 |
| 99830 - Survey Party Chief | 18.97 |
| 99831 - Surveying Aide | 12.34 |
| 99832 - Surveying Technician | 16.90 |
| 99840 - Vending Machine Attendant | 18.19 |
| 99841 - Vending Machine Repairer | 23.00 |
| 99842 - Vending Machine Repairer | 18.19 |
| 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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4627

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4627
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Dallas Wilcox

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.83 |
| 01012 - Accounting Clerk II | | 16.66 |
| 01013 - Accounting Clerk III | | 18.63 |
| 01020 - Administrative Assistant | | 26.26 |
| 01035 - Court Reporter | | 19.67 |
| 01041 - Customer Service Representative I | | 12.35 |
| 01042 - Customer Service Representative II | | 13.56 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.14 |
| 01051 - Data Entry Operator I | 12.78 |
| 01052 - Data Entry Operator II | 13.95 |
| 01060 - Dispatcher Motor Vehicle | 21.09 |
| 01070 - Document Preparation Clerk | 13.95 |
| 01090 - Duplicating Machine Operator | 13.95 |
| 01111 - General Clerk I | 11.15 |
| 01112 - General Clerk II | 12.16 |
| 01113 - General Clerk III | 13.65 |
| 01120 - Housing Referral Assistant | 19.53 |
| 01141 - Messenger Courier | 11.38 |
| 01191 - Order Clerk I | 12.78 |
| 01192 - Order Clerk II | 13.95 |
| 01261 - Personnel Assistant (Employment) I | 16.90 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 24.22 |
| 01290 - Rental Clerk | 12.93 |
| 01300 - Scheduler Maintenance | 15.67 |
| 01311 - Secretary I | 15.67 |
| 01312 - Secretary II | 17.52 |
| 01313 - Secretary III | 19.53 |
| 01320 - Service Order Dispatcher | 18.86 |
| 01410 - Supply Technician | 26.26 |
| 01420 - Survey Worker | 15.86 |
| 01460 - Switchboard Operator/Receptionist | 11.27 |
| 01531 - Travel Clerk I | 12.54 |
| 01532 - Travel Clerk II | 13.38 |
| 01533 - Travel Clerk III | 13.98 |
| 01611 - Word Processor I | 13.95 |
| 01612 - Word Processor II | 15.67 |
| 01613 - Word Processor III | 17.52 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 22.46 |
| Fiberglass | |
| 05010 - Automotive Electrician | 15.84 |
| 05040 - Automotive Glass Installer | 16.78 |
| 05070 - Automotive Worker | 14.94 |
| 05110 - Mobile Equipment Servicer | 13.08 |
| 05130 - Motor Equipment Metal | 16.76 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 14.94 |
| 05190 - Motor Vehicle Mechanic | 16.76 |
| 05220 - Motor Vehicle Mechanic Helper | 12.51 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 14.05 |
| 05280 - Motor Vehicle Wrecker | 14.94 |
| 05310 - Painter Automotive | 15.84 |
| 05340 - Radiator Repair Specialist | 14.94 |
| 05370 - Tire Repairer | 14.00 |
| 05400 - Transmission Repair Specialist | 16.76 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.17 |
| 07041 - Cook I | 9.09 |
| 07042 - Cook II | 10.58 |
| 07070 - Dishwasher | 8.99 |
| 07130 - Food Service Worker | 10.70 |
| 07210 - Meat Cutter | 15.26 |
| 07260 - Waiter/Waitress | 9.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.64 |
| 09040 - Furniture Handler | 12.58 |
| 09080 - Furniture Refinisher | 19.64 |
| 09090 - Furniture Refinisher Helper | 14.83 |
| 09110 - Furniture Repairer Minor | 17.08 |
| 09130 - Upholsterer | 19.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.22 |
| 11060 - Elevator Operator | 11.22 |
| 11090 - Gardener | 17.43 |
| 11122 - Housekeeping Aide | 9.95 |
| 11150 - Janitor | 9.95 |
| 11210 - Laborer Grounds Maintenance | 13.26 |
| 11240 - Maid or Houseman | 9.69 |
| 11260 - Pruner | 11.85 |
| 11270 - Tractor Operator | 16.03 |
| 11330 - Trail Maintenance Worker | 13.26 |
| 11360 - Window Cleaner | 11.13 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.23 |
| 12011 - Breath Alcohol Technician | 17.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.46 |
| 12015 - Certified Physical Therapist Assistant | 28.15 |
| 12020 - Dental Assistant | 14.10 |
| 12025 - Dental Hygienist | 30.67 |
| 12030 - EKG Technician | 27.02 |
| 12035 - Electroneurodiagnostic Technologist | 27.02 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 16.23 |
| 12071 - Licensed Practical Nurse I | 15.95 |
| 12072 - Licensed Practical Nurse II | 17.83 |
| 12073 - Licensed Practical Nurse III | 19.87 |
| 12100 - Medical Assistant | 12.88 |
| 12130 - Medical Laboratory Technician | 22.56 |
| Technician | |
| 12160 - Medical Record Clerk | 14.07 |
| 12190 - Medical Record Technician | 17.25 |
| 12195 - Medical Transcriptionist | 15.95 |
| 12210 - Nuclear Medicine | 39.18 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.43 |
| 12222 - Nursing Assistant II | 12.84 |
| 12223 - Nursing Assistant III | 14.02 |
| 12224 - Nursing Assistant IV | 15.74 |
| 12235 - Optical Dispenser | 17.83 |
| 12236 - Optical Technician | 15.95 |
| 12250 - Pharmacy Technician | 14.17 |
| 12280 - Phlebotomist | 13.89 |
| 12305 - Radiologic Technologist | 22.39 |
| 12311 - Registered Nurse I | 23.18 |
| 12312 - Registered Nurse II | 28.35 |
| 12313 - Registered Nurse II | 28.35 |
| Specialist | |
| 12314 - Registered Nurse III | 34.30 |
| 12315 - Registered Nurse III | 34.30 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 41.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.09 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 20.73 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.38 |
| 13012 - Exhibits Specialist II | 23.99 |
| 13013 - Exhibits Specialist III | 29.36 |
| 13041 - Illustrator I | 19.38 |
| 13042 - Illustrator II | 23.99 |
| 13043 - Illustrator III | 29.36 |
| 13047 - Librarian | 26.58 |
| 13050 - Library Aide/Clerk | 10.12 |
| 13054 - Library Information | 23.99 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 14.14 |
| 13061 - Media Specialist I | 17.32 |
| 13062 - Media Specialist II | 19.38 |
| 13063 - Media Specialist III | 21.59 |

| | |
|--|---------|
| 13071 - Photographer I | 17.01 |
| 13072 - Photographer II | 19.09 |
| 13073 - Photographer III | 23.57 |
| 13074 - Photographer IV | 28.84 |
| 13075 - Photographer V | 34.88 |
| 13090 - Technical Order Library | 18.40 |
| Clerk | |
| 13110 - Video Teleconference | 17.32 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.17 |
| 14042 - Computer Operator II | 16.97 |
| 14043 - Computer Operator III | 18.92 |
| 14044 - Computer Operator IV | 21.02 |
| 14045 - Computer Operator V | 23.28 |
| 14071 - Computer Programmer I | 21.65 |
| 14072 - Computer Programmer II | |
| 14073 - Computer Programmer III | |
| 14074 - Computer Programmer IV | |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.17 |
| Operator | |
| 14160 - Personal Computer Support | 21.80 |
| Technician | |
| 14170 - System Support Specialist | 23.28 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.18 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.10 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 40.44 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 28.18 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 36.01 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 27.58 |
| 15085 - Maintenance Test Pilot Fixed | 37.43 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 37.43 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 37.43 |
| Pilot | |
| 15090 - Technical Instructor | 22.91 |
| 15095 - Technical Instructor/Course | 28.24 |
| Developer | |
| 15110 - Test Proctor | 18.50 |

| | |
|--|-------|
| 15120 - Tutor | 18.50 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.21 |
| 16030 - Counter Attendant | 10.21 |
| 16040 - Dry Cleaner | 11.83 |
| 16070 - Finisher Flatwork Machine | 10.21 |
| 16090 - Presser Hand | 10.21 |
| 16110 - Presser Machine Drycleaning | 10.21 |
| 16130 - Presser Machine Shirts | 10.21 |
| 16160 - Presser Machine Wearing | 10.21 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.26 |
| 16250 - Washer Machine | 10.66 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.78 |
| 19040 - Tool And Die Maker | 25.89 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.87 |
| 21030 - Material Coordinator | 24.22 |
| 21040 - Material Expediter | 24.22 |
| 21050 - Material Handling Laborer | 12.24 |
| 21071 - Order Filler | 13.18 |
| 21080 - Production Line Worker (Food Processing) | 15.87 |
| 21110 - Shipping Packer | 18.92 |
| 21130 - Shipping/Receiving Clerk | 18.92 |
| 21140 - Store Worker I | 12.34 |
| 21150 - Stock Clerk | 16.59 |
| 21210 - Tools And Parts Attendant | 15.87 |
| 21410 - Warehouse Specialist | 15.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.38 |
| 23019 - Aircraft Logs and Records Technician | 18.67 |
| 23021 - Aircraft Mechanic I | 22.11 |
| 23022 - Aircraft Mechanic II | 23.38 |
| 23023 - Aircraft Mechanic III | 24.64 |
| 23040 - Aircraft Mechanic Helper | 16.71 |
| 23050 - Aircraft Painter | 20.78 |
| 23060 - Aircraft Servicer | 18.67 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.78 |
| 23080 - Aircraft Worker | 19.64 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.64 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 22.11 |
| 23110 - Appliance Mechanic | 20.78 |
| 23120 - Bicycle Repairer | 16.60 |
| 23125 - Cable Splicer | 36.88 |
| 23130 - Carpenter Maintenance | 21.78 |
| 23140 - Carpet Layer | 19.46 |
| 23160 - Electrician Maintenance | 22.19 |
| 23181 - Electronics Technician Maintenance I | 29.59 |
| 23182 - Electronics Technician Maintenance II | 31.60 |
| 23183 - Electronics Technician Maintenance III | 33.62 |
| 23260 - Fabric Worker | 18.08 |
| 23290 - Fire Alarm System Mechanic | 21.95 |
| 23310 - Fire Extinguisher Repairer | 16.73 |
| 23311 - Fuel Distribution System Mechanic | 20.94 |
| 23312 - Fuel Distribution System Operator | 16.31 |
| 23370 - General Maintenance Worker | 18.52 |
| 23380 - Ground Support Equipment Mechanic | 22.11 |
| 23381 - Ground Support Equipment Servicer | 18.67 |
| 23382 - Ground Support Equipment Worker | 19.64 |
| 23391 - Gunsmith I | 16.73 |
| 23392 - Gunsmith II | 19.46 |
| 23393 - Gunsmith III | 22.11 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 18.16 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 19.20 |
| 23430 - Heavy Equipment Mechanic | 21.94 |
| 23440 - Heavy Equipment Operator | 16.93 |
| 23460 - Instrument Mechanic | 22.11 |
| 23465 - Laboratory/Shelter Mechanic | 20.78 |
| 23470 - Laborer | 12.24 |
| 23510 - Locksmith | 20.78 |
| 23530 - Machinery Maintenance Mechanic | 32.56 |
| 23550 - Machinist Maintenance | 23.74 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 12.86 |
| 23591 - Metrology Technician I | 22.11 |
| 23592 - Metrology Technician II | 23.38 |
| 23593 - Metrology Technician III | 24.64 |
| 23640 - Millwright | 22.57 |
| 23710 - Office Appliance Repairer | 20.78 |
| 23760 - Painter Maintenance | 20.47 |
| 23790 - Pipefitter Maintenance | 22.60 |
| 23810 - Plumber Maintenance | 20.33 |
| 23820 - Pneudraulic Systems Mechanic | 22.11 |
| 23850 - Rigger | 22.11 |
| 23870 - Scale Mechanic | 19.46 |
| 23890 - Sheet-Metal Worker | 19.94 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 16.61 |
| 23931 - Telecommunications Mechanic | 33.53 |
| I | |
| 23932 - Telecommunications Mechanic | 35.45 |
| II | |
| 23950 - Telephone Lineman | 25.04 |
| 23960 - Welder Combination | 19.47 |
| Maintenance | |
| 23965 - Well Driller | 22.11 |
| 23970 - Woodcraft Worker | 22.11 |
| 23980 - Woodworker | 16.60 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 12.97 |
| 24570 - Child Care Attendant | 10.31 |
| 24580 - Child Care Center Clerk | 13.33 |
| 24610 - Chore Aide | 10.10 |
| 24620 - Family Readiness And Support | 12.97 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 16.50 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 23.21 |
| 25040 - Sewage Plant Operator | 20.81 |
| 25070 - Stationary Engineer | 23.21 |
| 25190 - Ventilation Equipment Tender | 17.25 |
| 25210 - Water Treatment Plant | 20.81 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.71 |
| 27007 - Baggage Inspector | 11.89 |
| 27008 - Corrections Officer | 16.99 |
| 27010 - Court Security Officer | 17.70 |
| 27030 - Detection Dog Handler | 13.30 |
| 27040 - Detention Officer | 16.99 |
| 27070 - Firefighter | 17.70 |

| | |
|--|---------------|
| 27101 - Guard I | 11.89 |
| 27102 - Guard II | 13.30 |
| 27131 - Police Officer I | 18.83 |
| 27132 - Police Officer II | 20.91 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.93 |
| 28042 - Carnival Equipment Repairer | 16.78 |
| 28043 - Carnival Worker | 11.41 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health | 11.81 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 18.30 |
| 28630 - Sports Official | 12.89 |
| 28690 - Swimming Pool Operator | 19.52 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 19.31 |
| 29020 - Hatch Tender | 19.31 |
| 29030 - Line Handler | 19.31 |
| 29041 - Stevedore I | 17.95 |
| 29042 - Stevedore II | 20.63 |
| 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 | 16.38 |
| 30022 - Archeological Technician II | 18.32 |
| 30023 - Archeological Technician III | 24.92 |
| 30030 - Cartographic Technician | 24.92 |
| 30040 - Civil Engineering Technician | 20.55 |
| 30051 - Cryogenic Technician I | 21.24 |
| 30052 - Cryogenic Technician II | 23.46 |
| 30061 - Drafter/CAD Operator I | 16.38 |
| 30062 - Drafter/CAD Operator II | 18.32 |
| 30063 - Drafter/CAD Operator III | 22.44 |
| 30064 - Drafter/CAD Operator IV | 27.61 |
| 30081 - Engineering Technician I | 15.18 |
| 30082 - Engineering Technician II | 17.04 |
| 30083 - Engineering Technician III | 20.74 |
| 30084 - Engineering Technician IV | 23.61 |
| 30085 - Engineering Technician V | 28.89 |
| 30086 - Engineering Technician VI | 34.95 |
| 30090 - Environmental Technician | 23.33 |
| 30095 - Evidence Control Specialist | 19.18 |
| 30210 - Laboratory Technician | 32.60 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 21.24 |
| 30222 - Latent Fingerprint Technician II | 23.46 |
| 30240 - Mathematical Technician | 24.92 |
| 30361 - Paralegal/Legal Assistant I | 17.89 |
| 30362 - Paralegal/Legal Assistant II | 23.06 |
| 30363 - Paralegal/Legal Assistant III | 28.20 |
| 30364 - Paralegal/Legal Assistant IV | 34.12 |
| 30375 - Petroleum Supply Specialist | 23.46 |
| 30390 - Photo-Optics Technician | 24.92 |
| 30395 - Radiation Control Technician | 23.46 |
| 30461 - Technical Writer I | 19.50 |
| 30462 - Technical Writer II | 23.84 |
| 30463 - Technical Writer III | 28.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 23.36 |
| 30502 - Weather Forecaster II | 28.42 |
| 30620 - Weather Observer Combined (see 2) | 22.44 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 23.96 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.25 |
| 31030 - Bus Driver | 17.42 |
| 31043 - Driver Courier | 14.19 |
| 31260 - Parking and Lot Attendant | 10.96 |
| 31290 - Shuttle Bus Driver | 14.03 |
| 31310 - Taxi Driver | 14.83 |
| 31361 - Truckdriver Light | 15.43 |
| 31362 - Truckdriver Medium | 16.76 |
| 31363 - Truckdriver Heavy | 18.91 |
| 31364 - Truckdriver Tractor-Trailer | 18.91 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.52 |
| 99050 - Desk Clerk | 10.59 |
| 99095 - Embalmer | 24.65 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 15.47 |
| I | |
| 99252 - Laboratory Animal Caretaker | 16.36 |
| II | |
| 99260 - Marketing Analyst | 26.95 |
| 99310 - Mortician | 24.65 |
| 99410 - Pest Controller | 16.27 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 15.98 |
| 99711 - Recycling Specialist | 18.73 |
| 99730 - Refuse Collector | 14.30 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 13.45 |
| 99830 - Survey Party Chief | 18.59 |
| 99831 - Surveying Aide | 12.36 |
| 99832 - Surveying Technician | 16.90 |
| 99840 - Vending Machine Attendant | 18.19 |
| 99841 - Vending Machine Repairer | 23.00 |
| 99842 - Vending Machine Repairer | 18.18 |
| 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 \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4629

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4629
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama County of Sumter

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.83 |
| 01012 - Accounting Clerk II | | 16.66 |
| 01013 - Accounting Clerk III | | 18.63 |
| 01020 - Administrative Assistant | | 25.50 |
| 01035 - Court Reporter | | 17.52 |
| 01041 - Customer Service Representative I | | 12.35 |
| 01042 - Customer Service Representative II | | 13.56 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.14 |
| 01051 - Data Entry Operator I | 12.78 |
| 01052 - Data Entry Operator II | 13.95 |
| 01060 - Dispatcher Motor Vehicle | 20.15 |
| 01070 - Document Preparation Clerk | 13.95 |
| 01090 - Duplicating Machine Operator | 13.95 |
| 01111 - General Clerk I | 11.15 |
| 01112 - General Clerk II | 12.16 |
| 01113 - General Clerk III | 13.65 |
| 01120 - Housing Referral Assistant | 19.53 |
| 01141 - Messenger Courier | 11.38 |
| 01191 - Order Clerk I | 12.78 |
| 01192 - Order Clerk II | 13.95 |
| 01261 - Personnel Assistant (Employment) I | 15.86 |
| 01262 - Personnel Assistant (Employment) II | 17.73 |
| 01263 - Personnel Assistant (Employment) III | 19.77 |
| 01270 - Production Control Clerk | 24.22 |
| 01290 - Rental Clerk | 12.93 |
| 01300 - Scheduler Maintenance | 15.67 |
| 01311 - Secretary I | 15.67 |
| 01312 - Secretary II | 17.52 |
| 01313 - Secretary III | 19.53 |
| 01320 - Service Order Dispatcher | 18.23 |
| 01410 - Supply Technician | 25.50 |
| 01420 - Survey Worker | 13.12 |
| 01460 - Switchboard Operator/Receptionist | 11.27 |
| 01531 - Travel Clerk I | 12.54 |
| 01532 - Travel Clerk II | 13.38 |
| 01533 - Travel Clerk III | 13.98 |
| 01611 - Word Processor I | 13.95 |
| 01612 - Word Processor II | 15.67 |
| 01613 - Word Processor III | 17.52 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 22.46 |
| Fiberglass | |
| 05010 - Automotive Electrician | 16.88 |
| 05040 - Automotive Glass Installer | 15.94 |
| 05070 - Automotive Worker | 15.94 |
| 05110 - Mobile Equipment Servicer | 14.01 |
| 05130 - Motor Equipment Metal | 17.84 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 15.94 |
| 05190 - Motor Vehicle Mechanic | 17.84 |
| 05220 - Motor Vehicle Mechanic Helper | 13.11 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 14.96 |
| 05280 - Motor Vehicle Wrecker | 15.94 |
| 05310 - Painter Automotive | 16.88 |
| 05340 - Radiator Repair Specialist | 15.94 |
| 05370 - Tire Repairer | 17.16 |
| 05400 - Transmission Repair Specialist | 17.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.80 |
| 07041 - Cook I | 9.09 |
| 07042 - Cook II | 10.58 |
| 07070 - Dishwasher | 8.99 |
| 07130 - Food Service Worker | 10.70 |
| 07210 - Meat Cutter | 14.78 |
| 07260 - Waiter/Waitress | 9.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.64 |
| 09040 - Furniture Handler | 12.58 |
| 09080 - Furniture Refinisher | 19.64 |
| 09090 - Furniture Refinisher Helper | 15.23 |
| 09110 - Furniture Repairer Minor | 17.89 |
| 09130 - Upholsterer | 19.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.22 |
| 11060 - Elevator Operator | 11.22 |
| 11090 - Gardener | 17.43 |
| 11122 - Housekeeping Aide | 9.95 |
| 11150 - Janitor | 9.95 |
| 11210 - Laborer Grounds Maintenance | 13.26 |
| 11240 - Maid or Houseman | 9.69 |
| 11260 - Pruner | 11.85 |
| 11270 - Tractor Operator | 16.03 |
| 11330 - Trail Maintenance Worker | 13.26 |
| 11360 - Window Cleaner | 11.13 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.80 |
| 12011 - Breath Alcohol Technician | 17.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.46 |
| 12015 - Certified Physical Therapist Assistant | 28.15 |
| 12020 - Dental Assistant | 14.10 |
| 12025 - Dental Hygienist | 27.41 |
| 12030 - EKG Technician | 27.02 |
| 12035 - Electroneurodiagnostic Technologist | 27.02 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 15.80 |
| 12071 - Licensed Practical Nurse I | 15.95 |
| 12072 - Licensed Practical Nurse II | 17.83 |
| 12073 - Licensed Practical Nurse III | 19.87 |
| 12100 - Medical Assistant | 12.88 |
| 12130 - Medical Laboratory Technician | 22.56 |
| Technician | |
| 12160 - Medical Record Clerk | 14.11 |
| 12190 - Medical Record Technician | 17.25 |
| 12195 - Medical Transcriptionist | 15.95 |
| 12210 - Nuclear Medicine | 39.18 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.43 |
| 12222 - Nursing Assistant II | 12.84 |
| 12223 - Nursing Assistant III | 14.02 |
| 12224 - Nursing Assistant IV | 15.74 |
| 12235 - Optical Dispenser | 17.83 |
| 12236 - Optical Technician | 15.95 |
| 12250 - Pharmacy Technician | 14.17 |
| 12280 - Phlebotomist | 13.79 |
| 12305 - Radiologic Technologist | 22.39 |
| 12311 - Registered Nurse I | 22.34 |
| 12312 - Registered Nurse II | 27.33 |
| 12313 - Registered Nurse II | 27.33 |
| Specialist | |
| 12314 - Registered Nurse III | 33.07 |
| 12315 - Registered Nurse III | 33.07 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 39.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.09 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 20.73 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.38 |
| 13012 - Exhibits Specialist II | 23.99 |
| 13013 - Exhibits Specialist III | 29.36 |
| 13041 - Illustrator I | 19.38 |
| 13042 - Illustrator II | 23.99 |
| 13043 - Illustrator III | 29.36 |
| 13047 - Librarian | 26.58 |
| 13050 - Library Aide/Clerk | 13.86 |
| 13054 - Library Information | 23.99 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 16.28 |
| 13061 - Media Specialist I | 17.01 |
| 13062 - Media Specialist II | 19.38 |
| 13063 - Media Specialist III | 21.59 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.08 |
| 13072 - Photographer II | 19.03 |
| 13073 - Photographer III | 23.71 |
| 13074 - Photographer IV | 28.99 |
| 13075 - Photographer V | 35.06 |
| 13090 - Technical Order Library | 18.40 |
| Clerk | |
| 13110 - Video Teleconference | 17.32 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 11.20 |
| 14042 - Computer Operator II | 13.52 |
| 14043 - Computer Operator III | 16.20 |
| 14044 - Computer Operator IV | 18.59 |
| 14045 - Computer Operator V | 20.74 |
| 14071 - Computer Programmer I | (see 1) 17.37 |
| 14072 - Computer Programmer II | (see 1) 21.47 |
| 14073 - Computer Programmer III | (see 1) 25.88 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 25.45 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 11.20 |
| Operator | |
| 14160 - Personal Computer Support | 18.59 |
| Technician | |
| 14170 - System Support Specialist | 21.24 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 25.45 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 30.80 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 36.76 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 25.45 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 32.37 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 22.32 |
| 15085 - Maintenance Test Pilot Fixed | 36.76 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 36.76 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 36.76 |
| Pilot | |
| 15090 - Technical Instructor | 21.08 |
| 15095 - Technical Instructor/Course | 25.80 |
| Developer | |
| 15110 - Test Proctor | 17.02 |

| | |
|--|-------|
| 15120 - Tutor | 17.02 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.21 |
| 16030 - Counter Attendant | 10.21 |
| 16040 - Dry Cleaner | 11.83 |
| 16070 - Finisher Flatwork Machine | 10.21 |
| 16090 - Presser Hand | 10.21 |
| 16110 - Presser Machine Drycleaning | 10.21 |
| 16130 - Presser Machine Shirts | 10.21 |
| 16160 - Presser Machine Wearing | 10.21 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.26 |
| 16250 - Washer Machine | 10.66 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.78 |
| 19040 - Tool And Die Maker | 25.89 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.87 |
| 21030 - Material Coordinator | 24.22 |
| 21040 - Material Expediter | 24.22 |
| 21050 - Material Handling Laborer | 12.24 |
| 21071 - Order Filler | 11.76 |
| 21080 - Production Line Worker (Food Processing) | 15.87 |
| 21110 - Shipping Packer | 18.92 |
| 21130 - Shipping/Receiving Clerk | 18.92 |
| 21140 - Store Worker I | 11.87 |
| 21150 - Stock Clerk | 16.59 |
| 21210 - Tools And Parts Attendant | 15.87 |
| 21410 - Warehouse Specialist | 15.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.38 |
| 23019 - Aircraft Logs and Records Technician | 18.08 |
| 23021 - Aircraft Mechanic I | 22.11 |
| 23022 - Aircraft Mechanic II | 23.38 |
| 23023 - Aircraft Mechanic III | 24.64 |
| 23040 - Aircraft Mechanic Helper | 15.38 |
| 23050 - Aircraft Painter | 20.78 |
| 23060 - Aircraft Servicer | 18.08 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.78 |
| 23080 - Aircraft Worker | 19.46 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.46 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 22.11 |
| 23110 - Appliance Mechanic | 20.78 |
| 23120 - Bicycle Repairer | 16.73 |
| 23125 - Cable Splicer | 35.62 |
| 23130 - Carpenter Maintenance | 22.43 |
| 23140 - Carpet Layer | 19.46 |
| 23160 - Electrician Maintenance | 22.19 |
| 23181 - Electronics Technician Maintenance I | 29.59 |
| 23182 - Electronics Technician Maintenance II | 31.60 |
| 23183 - Electronics Technician Maintenance III | 33.62 |
| 23260 - Fabric Worker | 18.08 |
| 23290 - Fire Alarm System Mechanic | 22.11 |
| 23310 - Fire Extinguisher Repairer | 16.73 |
| 23311 - Fuel Distribution System Mechanic | 20.94 |
| 23312 - Fuel Distribution System Operator | 15.84 |
| 23370 - General Maintenance Worker | 18.36 |
| 23380 - Ground Support Equipment Mechanic | 22.11 |
| 23381 - Ground Support Equipment Servicer | 18.08 |
| 23382 - Ground Support Equipment Worker | 19.46 |
| 23391 - Gunsmith I | 16.73 |
| 23392 - Gunsmith II | 19.46 |
| 23393 - Gunsmith III | 22.11 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 18.16 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 19.20 |
| 23430 - Heavy Equipment Mechanic | 21.94 |
| 23440 - Heavy Equipment Operator | 16.99 |
| 23460 - Instrument Mechanic | 22.11 |
| 23465 - Laboratory/Shelter Mechanic | 20.78 |
| 23470 - Laborer | 12.24 |
| 23510 - Locksmith | 20.78 |
| 23530 - Machinery Maintenance Mechanic | 32.63 |
| 23550 - Machinist Maintenance | 23.74 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 13.74 |
| 23591 - Metrology Technician I | 22.11 |
| 23592 - Metrology Technician II | 23.38 |
| 23593 - Metrology Technician III | 24.64 |
| 23640 - Millwright | 23.02 |
| 23710 - Office Appliance Repairer | 20.42 |
| 23760 - Painter Maintenance | 20.63 |
| 23790 - Pipefitter Maintenance | 21.05 |
| 23810 - Plumber Maintenance | 19.79 |
| 23820 - Pneudraulic Systems Mechanic | 22.11 |
| 23850 - Rigger | 22.11 |
| 23870 - Scale Mechanic | 19.46 |
| 23890 - Sheet-Metal Worker | 20.56 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 16.70 |
| 23931 - Telecommunications Mechanic | 33.53 |
| I | |
| 23932 - Telecommunications Mechanic | 35.45 |
| II | |
| 23950 - Telephone Lineman | 24.88 |
| 23960 - Welder Combination | 19.47 |
| Maintenance | |
| 23965 - Well Driller | 22.11 |
| 23970 - Woodcraft Worker | 22.11 |
| 23980 - Woodworker | 16.73 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 11.40 |
| 24570 - Child Care Attendant | 9.68 |
| 24580 - Child Care Center Clerk | 12.08 |
| 24610 - Chore Aide | 10.86 |
| 24620 - Family Readiness And Support | 11.40 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 12.20 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 24.76 |
| 25040 - Sewage Plant Operator | 20.81 |
| 25070 - Stationary Engineer | 24.76 |
| 25190 - Ventilation Equipment Tender | 16.62 |
| 25210 - Water Treatment Plant | 20.81 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.74 |
| 27007 - Baggage Inspector | 11.89 |
| 27008 - Corrections Officer | 15.04 |
| 27010 - Court Security Officer | 16.07 |
| 27030 - Detection Dog Handler | 13.30 |
| 27040 - Detention Officer | 15.04 |
| 27070 - Firefighter | 16.25 |

| | |
|--|-------|
| 27101 - Guard I | 11.89 |
| 27102 - Guard II | 13.30 |
| 27131 - Police Officer I | 18.57 |
| 27132 - Police Officer II | 20.64 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.43 |
| 28042 - Carnival Equipment Repairer | 16.78 |
| 28043 - Carnival Worker | 11.41 |
| 28210 - Gate Attendant/Gate Tender | 13.20 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 14.78 |
| 28510 - Recreation Aide/Health | 10.78 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 18.30 |
| 28630 - Sports Official | 11.76 |
| 28690 - Swimming Pool Operator | 20.78 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 19.31 |
| 29020 - Hatch Tender | 19.31 |
| 29030 - Line Handler | 19.31 |
| 29041 - Stevedore I | 17.95 |
| 29042 - Stevedore II | 20.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.29 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.78 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.59 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 14.89 |
| 30022 - Archeological Technician II | 16.90 |
| 30023 - Archeological Technician III | 20.65 |
| 30030 - Cartographic Technician | 21.34 |
| 30040 - Civil Engineering Technician | 20.55 |
| 30051 - Cryogenic Technician I | 21.24 |
| 30052 - Cryogenic Technician II | 23.46 |
| 30061 - Drafter/CAD Operator I | 14.89 |
| 30062 - Drafter/CAD Operator II | 16.90 |
| 30063 - Drafter/CAD Operator III | 18.85 |
| 30064 - Drafter/CAD Operator IV | 22.86 |
| 30081 - Engineering Technician I | 13.46 |
| 30082 - Engineering Technician II | 15.11 |
| 30083 - Engineering Technician III | 16.90 |
| 30084 - Engineering Technician IV | 20.93 |
| 30085 - Engineering Technician V | 25.61 |
| 30086 - Engineering Technician VI | 30.98 |
| 30090 - Environmental Technician | 23.03 |
| 30095 - Evidence Control Specialist | 19.18 |
| 30210 - Laboratory Technician | 28.03 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 21.24 |
| 30222 - Latent Fingerprint Technician II | 23.46 |
| 30240 - Mathematical Technician | 20.94 |
| 30361 - Paralegal/Legal Assistant I | 16.88 |
| 30362 - Paralegal/Legal Assistant II | 21.07 |
| 30363 - Paralegal/Legal Assistant III | 25.58 |
| 30364 - Paralegal/Legal Assistant IV | 30.94 |
| 30375 - Petroleum Supply Specialist | 23.46 |
| 30390 - Photo-Optics Technician | 23.03 |
| 30395 - Radiation Control Technician | 23.46 |
| 30461 - Technical Writer I | 20.65 |
| 30462 - Technical Writer II | 25.25 |
| 30463 - Technical Writer III | 30.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 23.36 |
| 30502 - Weather Forecaster II | 28.42 |
| 30620 - Weather Observer Combined (see 2) | 18.85 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 23.03 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.25 |
| 31030 - Bus Driver | 17.42 |
| 31043 - Driver Courier | 14.26 |
| 31260 - Parking and Lot Attendant | 10.96 |
| 31290 - Shuttle Bus Driver | 15.20 |
| 31310 - Taxi Driver | 14.83 |
| 31361 - Truckdriver Light | 15.50 |
| 31362 - Truckdriver Medium | 16.76 |
| 31363 - Truckdriver Heavy | 18.75 |
| 31364 - Truckdriver Tractor-Trailer | 18.75 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.52 |
| 99050 - Desk Clerk | 10.59 |
| 99095 - Embalmer | 24.65 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 14.98 |
| I | |
| 99252 - Laboratory Animal Caretaker | 16.24 |
| II | |
| 99260 - Marketing Analyst | 26.95 |
| 99310 - Mortician | 24.65 |
| 99410 - Pest Controller | 16.27 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 15.47 |
| 99711 - Recycling Specialist | 18.08 |
| 99730 - Refuse Collector | 13.94 |
| 99810 - Sales Clerk | 12.08 |
| 99820 - School Crossing Guard | 13.45 |
| 99830 - Survey Party Chief | 18.61 |
| 99831 - Surveying Aide | 12.09 |
| 99832 - Surveying Technician | 16.90 |
| 99840 - Vending Machine Attendant | 18.19 |
| 99841 - Vending Machine Repairer | 23.00 |
| 99842 - Vending Machine Repairer | 18.19 |
| 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 SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4631

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4631
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Barbour Coffee Dale

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.62 |
| 01012 - Accounting Clerk II | | 16.42 |
| 01013 - Accounting Clerk III | | 18.36 |
| 01020 - Administrative Assistant | | 31.45 |
| 01035 - Court Reporter | | 17.12 |
| 01041 - Customer Service Representative I | | 12.43 |
| 01042 - Customer Service Representative II | | 13.98 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.26 |
| 01051 - Data Entry Operator I | 12.85 |
| 01052 - Data Entry Operator II | 14.02 |
| 01060 - Dispatcher Motor Vehicle | 22.57 |
| 01070 - Document Preparation Clerk | 13.63 |
| 01090 - Duplicating Machine Operator | 13.63 |
| 01111 - General Clerk I | 11.36 |
| 01112 - General Clerk II | 13.35 |
| 01113 - General Clerk III | 15.04 |
| 01120 - Housing Referral Assistant | 19.08 |
| 01141 - Messenger Courier | 11.11 |
| 01191 - Order Clerk I | 13.87 |
| 01192 - Order Clerk II | 15.13 |
| 01261 - Personnel Assistant (Employment) I | 16.03 |
| 01262 - Personnel Assistant (Employment) II | 18.04 |
| 01263 - Personnel Assistant (Employment) III | 19.99 |
| 01270 - Production Control Clerk | 21.98 |
| 01290 - Rental Clerk | 11.33 |
| 01300 - Scheduler Maintenance | 15.30 |
| 01311 - Secretary I | 15.30 |
| 01312 - Secretary II | 17.12 |
| 01313 - Secretary III | 19.08 |
| 01320 - Service Order Dispatcher | 19.93 |
| 01410 - Supply Technician | 31.45 |
| 01420 - Survey Worker | 14.03 |
| 01460 - Switchboard Operator/Receptionist | 11.31 |
| 01531 - Travel Clerk I | 12.49 |
| 01532 - Travel Clerk II | 13.42 |
| 01533 - Travel Clerk III | 14.14 |
| 01611 - Word Processor I | 13.63 |
| 01612 - Word Processor II | 15.30 |
| 01613 - Word Processor III | 17.12 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.45 |
| Fiberglass | |
| 05010 - Automotive Electrician | 20.58 |
| 05040 - Automotive Glass Installer | 19.51 |
| 05070 - Automotive Worker | 19.51 |
| 05110 - Mobile Equipment Servicer | 16.97 |
| 05130 - Motor Equipment Metal | 21.69 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 19.47 |
| 05190 - Motor Vehicle Mechanic | 21.69 |
| 05220 - Motor Vehicle Mechanic Helper | 15.72 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 18.22 |
| 05280 - Motor Vehicle Wrecker | 19.51 |
| 05310 - Painter Automotive | 20.58 |
| 05340 - Radiator Repair Specialist | 19.51 |
| 05370 - Tire Repairer | 13.55 |
| 05400 - Transmission Repair Specialist | 21.69 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.56 |
| 07041 - Cook I | 9.61 |
| 07042 - Cook II | 11.05 |
| 07070 - Dishwasher | 9.01 |
| 07130 - Food Service Worker | 9.87 |
| 07210 - Meat Cutter | 15.26 |
| 07260 - Waiter/Waitress | 8.95 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.34 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 21.34 |
| 09090 - Furniture Refinisher Helper | 16.48 |
| 09110 - Furniture Repairer Minor | 19.10 |
| 09130 - Upholsterer | 21.34 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.46 |
| 11060 - Elevator Operator | 11.31 |
| 11090 - Gardener | 14.05 |
| 11122 - Housekeeping Aide | 11.31 |
| 11150 - Janitor | 11.31 |
| 11210 - Laborer Grounds Maintenance | 10.98 |
| 11240 - Maid or Houseman | 9.50 |
| 11260 - Pruner | 9.99 |
| 11270 - Tractor Operator | 13.02 |
| 11330 - Trail Maintenance Worker | 10.98 |
| 11360 - Window Cleaner | 12.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.20 |
| 12011 - Breath Alcohol Technician | 18.57 |
| 12012 - Certified Occupational Therapist Assistant | 25.48 |
| 12015 - Certified Physical Therapist Assistant | 28.13 |
| 12020 - Dental Assistant | 18.40 |
| 12025 - Dental Hygienist | 24.44 |
| 12030 - EKG Technician | 28.14 |
| 12035 - Electroneurodiagnostic Technologist | 28.14 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 15.20 |
| 12071 - Licensed Practical Nurse I | 16.61 |
| 12072 - Licensed Practical Nurse II | 18.57 |
| 12073 - Licensed Practical Nurse III | 20.70 |
| 12100 - Medical Assistant | 12.52 |
| 12130 - Medical Laboratory Technician | 23.84 |
| Technician | |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 18.14 |
| 12195 - Medical Transcriptionist | 16.61 |
| 12210 - Nuclear Medicine | 40.81 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.73 |
| 12222 - Nursing Assistant II | 13.18 |
| 12223 - Nursing Assistant III | 14.38 |
| 12224 - Nursing Assistant IV | 16.16 |
| 12235 - Optical Dispenser | 16.74 |
| 12236 - Optical Technician | 16.61 |
| 12250 - Pharmacy Technician | 14.19 |
| 12280 - Phlebotomist | 13.13 |
| 12305 - Radiologic Technologist | 22.96 |
| 12311 - Registered Nurse I | 23.58 |
| 12312 - Registered Nurse II | 28.85 |
| 12313 - Registered Nurse II | 28.85 |
| Specialist | |
| 12314 - Registered Nurse III | 34.91 |
| 12315 - Registered Nurse III | 34.91 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 41.84 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.01 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 21.17 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.42 |
| 13012 - Exhibits Specialist II | 24.05 |
| 13013 - Exhibits Specialist III | 29.43 |
| 13041 - Illustrator I | 19.42 |
| 13042 - Illustrator II | 24.05 |
| 13043 - Illustrator III | 29.43 |
| 13047 - Librarian | 26.64 |
| 13050 - Library Aide/Clerk | 12.01 |
| 13054 - Library Information | 24.05 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 18.46 |
| 13061 - Media Specialist I | 17.36 |
| 13062 - Media Specialist II | 19.42 |
| 13063 - Media Specialist III | 21.64 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.36 |
| 13072 - Photographer II | 19.42 |
| 13073 - Photographer III | 24.05 |
| 13074 - Photographer IV | 29.43 |
| 13075 - Photographer V | 35.61 |
| 13090 - Technical Order Library | 15.49 |
| Clerk | |
| 13110 - Video Teleconference | 17.36 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.41 |
| 14042 - Computer Operator II | 17.31 |
| 14043 - Computer Operator III | 20.05 |
| 14044 - Computer Operator IV | 22.57 |
| 14045 - Computer Operator V | 24.99 |
| 14071 - Computer Programmer I | (see 1) 21.01 |
| 14072 - Computer Programmer II | (see 1) 26.02 |
| 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 | 15.41 |
| Operator | |
| 14160 - Personal Computer Support | 23.27 |
| Technician | |
| 14170 - System Support Specialist | 24.99 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 29.16 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 35.27 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 41.39 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 29.16 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 37.95 |
| 15070 - Flight Instructor (Pilot) | 41.39 |
| 15080 - Graphic Artist | 27.57 |
| 15085 - Maintenance Test Pilot Fixed | 41.39 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 41.39 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 41.39 |
| Pilot | |
| 15090 - Technical Instructor | 24.79 |
| 15095 - Technical Instructor/Course | 30.33 |
| Developer | |
| 15110 - Test Proctor | 20.03 |

| | |
|--|-------|
| 15120 - Tutor | 20.03 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.65 |
| 16030 - Counter Attendant | 9.65 |
| 16040 - Dry Cleaner | 11.70 |
| 16070 - Finisher Flatwork Machine | 11.28 |
| 16090 - Presser Hand | 9.65 |
| 16110 - Presser Machine Drycleaning | 9.65 |
| 16130 - Presser Machine Shirts | 9.65 |
| 16160 - Presser Machine Wearing | 9.65 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.39 |
| 16220 - Tailor | 13.09 |
| 16250 - Washer Machine | 12.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.74 |
| 19040 - Tool And Die Maker | 27.06 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.68 |
| 21030 - Material Coordinator | 22.48 |
| 21040 - Material Expediter | 22.48 |
| 21050 - Material Handling Laborer | 13.17 |
| 21071 - Order Filler | 12.58 |
| 21080 - Production Line Worker (Food Processing) | 16.68 |
| 21110 - Shipping Packer | 15.07 |
| 21130 - Shipping/Receiving Clerk | 15.07 |
| 21140 - Store Worker I | 12.64 |
| 21150 - Stock Clerk | 16.88 |
| 21210 - Tools And Parts Attendant | 16.68 |
| 21410 - Warehouse Specialist | 16.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.09 |
| 23019 - Aircraft Logs and Records Technician | 21.34 |
| 23021 - Aircraft Mechanic I | 25.73 |
| 23022 - Aircraft Mechanic II | 27.09 |
| 23023 - Aircraft Mechanic III | 28.45 |
| 23040 - Aircraft Mechanic Helper | 18.41 |
| 23050 - Aircraft Painter | 24.29 |
| 23060 - Aircraft Servicer | 21.34 |
| 23070 - Aircraft Survival Flight Equipment Technician | 24.29 |
| 23080 - Aircraft Worker | 22.86 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 22.86 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 25.73 |
| 23110 - Appliance Mechanic | 22.08 |
| 23120 - Bicycle Repairer | 17.79 |
| 23125 - Cable Splicer | 34.46 |
| 23130 - Carpenter Maintenance | 18.42 |
| 23140 - Carpet Layer | 20.78 |
| 23160 - Electrician Maintenance | 24.20 |
| 23181 - Electronics Technician Maintenance I | 22.34 |
| 23182 - Electronics Technician Maintenance II | 24.99 |
| 23183 - Electronics Technician Maintenance III | 26.48 |
| 23260 - Fabric Worker | 19.40 |
| 23290 - Fire Alarm System Mechanic | 20.79 |
| 23310 - Fire Extinguisher Repairer | 18.07 |
| 23311 - Fuel Distribution System Mechanic | 22.84 |
| 23312 - Fuel Distribution System Operator | 17.64 |
| 23370 - General Maintenance Worker | 16.92 |
| 23380 - Ground Support Equipment Mechanic | 25.73 |
| 23381 - Ground Support Equipment Servicer | 21.34 |
| 23382 - Ground Support Equipment Worker | 22.86 |
| 23391 - Gunsmith I | 18.07 |
| 23392 - Gunsmith II | 20.78 |
| 23393 - Gunsmith III | 23.39 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 21.30 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.41 |
| 23430 - Heavy Equipment Mechanic | 24.66 |
| 23440 - Heavy Equipment Operator | 16.65 |
| 23460 - Instrument Mechanic | 23.39 |
| 23465 - Laboratory/Shelter Mechanic | 22.08 |
| 23470 - Laborer | 13.17 |
| 23510 - Locksmith | 22.08 |
| 23530 - Machinery Maintenance Mechanic | 22.96 |
| 23550 - Machinist Maintenance | 24.73 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 15.19 |
| 23591 - Metrology Technician I | 23.39 |
| 23592 - Metrology Technician II | 24.63 |
| 23593 - Metrology Technician III | 25.86 |
| 23640 - Millwright | 21.26 |
| 23710 - Office Appliance Repairer | 26.48 |
| 23760 - Painter Maintenance | 17.12 |
| 23790 - Pipefitter Maintenance | 20.56 |
| 23810 - Plumber Maintenance | 19.41 |
| 23820 - Pneudraulic Systems Mechanic | 23.39 |
| 23850 - Rigger | 23.39 |
| 23870 - Scale Mechanic | 20.78 |
| 23890 - Sheet-Metal Worker | 21.35 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.79 |
| 23931 - Telecommunications Mechanic | 29.00 |
| I | |
| 23932 - Telecommunications Mechanic | 30.55 |
| II | |
| 23950 - Telephone Lineman | 23.03 |
| 23960 - Welder Combination | 18.18 |
| Maintenance | |
| 23965 - Well Driller | 23.39 |
| 23970 - Woodcraft Worker | 23.39 |
| 23980 - Woodworker | 18.07 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 13.56 |
| 24570 - Child Care Attendant | 9.22 |
| 24580 - Child Care Center Clerk | 13.29 |
| 24610 - Chore Aide | 10.98 |
| 24620 - Family Readiness And Support | 13.56 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 13.64 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 23.39 |
| 25040 - Sewage Plant Operator | 18.67 |
| 25070 - Stationary Engineer | 23.39 |
| 25190 - Ventilation Equipment Tender | 16.74 |
| 25210 - Water Treatment Plant | 18.67 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.54 |
| 27007 - Baggage Inspector | 14.62 |
| 27008 - Corrections Officer | 18.55 |
| 27010 - Court Security Officer | 18.44 |
| 27030 - Detection Dog Handler | 16.84 |
| 27040 - Detention Officer | 18.55 |
| 27070 - Firefighter | 19.96 |

| | |
|--|-------|
| 27101 - Guard I | 14.62 |
| 27102 - Guard II | 16.84 |
| 27131 - Police Officer I | 17.31 |
| 27132 - Police Officer II | 19.23 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.10 |
| 28042 - Carnival Equipment Repairer | 13.06 |
| 28043 - Carnival Worker | 9.27 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health | 11.10 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 16.33 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.45 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 20.78 |
| 29020 - Hatch Tender | 20.78 |
| 29030 - Line Handler | 20.78 |
| 29041 - Stevedore I | 19.40 |
| 29042 - Stevedore II | 22.08 |
| 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 | 17.94 |
| 30022 - Archeological Technician II | 20.08 |
| 30023 - Archeological Technician III | 24.86 |
| 30030 - Cartographic Technician | 24.86 |
| 30040 - Civil Engineering Technician | 20.41 |
| 30051 - Cryogenic Technician I | 27.54 |
| 30052 - Cryogenic Technician II | 30.42 |
| 30061 - Drafter/CAD Operator I | 17.94 |
| 30062 - Drafter/CAD Operator II | 20.08 |
| 30063 - Drafter/CAD Operator III | 22.38 |
| 30064 - Drafter/CAD Operator IV | 27.54 |
| 30081 - Engineering Technician I | 15.98 |
| 30082 - Engineering Technician II | 17.94 |
| 30083 - Engineering Technician III | 20.08 |
| 30084 - Engineering Technician IV | 24.86 |
| 30085 - Engineering Technician V | 30.42 |
| 30086 - Engineering Technician VI | 36.80 |
| 30090 - Environmental Technician | 24.86 |
| 30095 - Evidence Control Specialist | 24.86 |
| 30210 - Laboratory Technician | 22.38 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 27.54 |
| 30222 - Latent Fingerprint Technician II | 30.42 |
| 30240 - Mathematical Technician | 24.86 |
| 30361 - Paralegal/Legal Assistant I | 17.06 |
| 30362 - Paralegal/Legal Assistant II | 21.13 |
| 30363 - Paralegal/Legal Assistant III | 25.85 |
| 30364 - Paralegal/Legal Assistant IV | 31.29 |
| 30375 - Petroleum Supply Specialist | 30.42 |
| 30390 - Photo-Optics Technician | 24.79 |
| 30395 - Radiation Control Technician | 30.42 |
| 30461 - Technical Writer I | 24.86 |
| 30462 - Technical Writer II | 30.42 |
| 30463 - Technical Writer III | 36.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 27.54 |
| 30502 - Weather Forecaster II | 33.50 |
| 30620 - Weather Observer Combined (see 2) | 22.38 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 24.86 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 14.67 |
| 31030 - Bus Driver | 20.17 |
| 31043 - Driver Courier | 12.61 |
| 31260 - Parking and Lot Attendant | 13.38 |
| 31290 - Shuttle Bus Driver | 13.77 |
| 31310 - Taxi Driver | 13.87 |
| 31361 - Truckdriver Light | 13.77 |
| 31362 - Truckdriver Medium | 14.20 |
| 31363 - Truckdriver Heavy | 21.60 |
| 31364 - Truckdriver Tractor-Trailer | 21.60 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.23 |
| 99050 - Desk Clerk | 9.01 |
| 99095 - Embalmer | 25.60 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 13.63 |
| I | |
| 99252 - Laboratory Animal Caretaker | 14.71 |
| II | |
| 99260 - Marketing Analyst | 27.82 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 15.28 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 15.53 |
| 99711 - Recycling Specialist | 18.43 |
| 99730 - Refuse Collector | 14.16 |
| 99810 - Sales Clerk | 11.63 |
| 99820 - School Crossing Guard | 14.03 |
| 99830 - Survey Party Chief | 19.86 |
| 99831 - Surveying Aide | 12.63 |
| 99832 - Surveying Technician | 17.31 |
| 99840 - Vending Machine Attendant | 18.32 |
| 99841 - Vending Machine Repairer | 22.74 |
| 99842 - Vending Machine Repairer | 18.32 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4633

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4633
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama County of Covington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.62 |
| 01012 - Accounting Clerk II | | 16.42 |
| 01013 - Accounting Clerk III | | 18.36 |
| 01020 - Administrative Assistant | | 31.77 |
| 01035 - Court Reporter | | 17.96 |
| 01041 - Customer Service Representative I | | 12.43 |
| 01042 - Customer Service Representative II | | 13.98 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.26 |
| 01051 - Data Entry Operator I | 12.85 |
| 01052 - Data Entry Operator II | 14.02 |
| 01060 - Dispatcher Motor Vehicle | 23.17 |
| 01070 - Document Preparation Clerk | 13.63 |
| 01090 - Duplicating Machine Operator | 13.63 |
| 01111 - General Clerk I | 11.79 |
| 01112 - General Clerk II | 12.86 |
| 01113 - General Clerk III | 14.45 |
| 01120 - Housing Referral Assistant | 19.08 |
| 01141 - Messenger Courier | 11.11 |
| 01191 - Order Clerk I | 13.87 |
| 01192 - Order Clerk II | 15.13 |
| 01261 - Personnel Assistant (Employment) I | 17.24 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 23.85 |
| 01290 - Rental Clerk | 14.27 |
| 01300 - Scheduler Maintenance | 15.30 |
| 01311 - Secretary I | 15.30 |
| 01312 - Secretary II | 17.12 |
| 01313 - Secretary III | 19.08 |
| 01320 - Service Order Dispatcher | 20.70 |
| 01410 - Supply Technician | 31.77 |
| 01420 - Survey Worker | 17.56 |
| 01460 - Switchboard Operator/Receptionist | 11.31 |
| 01531 - Travel Clerk I | 12.49 |
| 01532 - Travel Clerk II | 13.42 |
| 01533 - Travel Clerk III | 14.14 |
| 01611 - Word Processor I | 13.63 |
| 01612 - Word Processor II | 15.30 |
| 01613 - Word Processor III | 17.12 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.45 |
| Fiberglass | |
| 05010 - Automotive Electrician | 19.43 |
| 05040 - Automotive Glass Installer | 17.68 |
| 05070 - Automotive Worker | 17.68 |
| 05110 - Mobile Equipment Servicer | 15.38 |
| 05130 - Motor Equipment Metal | 19.91 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.68 |
| 05190 - Motor Vehicle Mechanic | 19.91 |
| 05220 - Motor Vehicle Mechanic Helper | 14.44 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 17.42 |
| 05280 - Motor Vehicle Wrecker | 17.68 |
| 05310 - Painter Automotive | 19.34 |
| 05340 - Radiator Repair Specialist | 18.67 |
| 05370 - Tire Repairer | 13.67 |
| 05400 - Transmission Repair Specialist | 19.91 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.56 |
| 07041 - Cook I | 9.61 |
| 07042 - Cook II | 11.05 |
| 07070 - Dishwasher | 9.01 |
| 07130 - Food Service Worker | 9.87 |
| 07210 - Meat Cutter | 22.20 |
| 07260 - Waiter/Waitress | 8.95 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.63 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 20.63 |
| 09090 - Furniture Refinisher Helper | 16.48 |
| 09110 - Furniture Repairer Minor | 19.10 |
| 09130 - Upholsterer | 20.63 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.46 |
| 11060 - Elevator Operator | 11.31 |
| 11090 - Gardener | 14.05 |
| 11122 - Housekeeping Aide | 11.31 |
| 11150 - Janitor | 11.31 |
| 11210 - Laborer Grounds Maintenance | 10.98 |
| 11240 - Maid or Houseman | 9.50 |
| 11260 - Pruner | 12.90 |
| 11270 - Tractor Operator | 13.02 |
| 11330 - Trail Maintenance Worker | 10.98 |
| 11360 - Window Cleaner | 12.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.51 |
| 12011 - Breath Alcohol Technician | 18.57 |
| 12012 - Certified Occupational Therapist Assistant | 25.48 |
| 12015 - Certified Physical Therapist Assistant | 28.13 |
| 12020 - Dental Assistant | 17.73 |
| 12025 - Dental Hygienist | 30.14 |
| 12030 - EKG Technician | 28.14 |
| 12035 - Electroneurodiagnostic Technologist | 28.14 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 15.51 |
| 12071 - Licensed Practical Nurse I | 16.61 |
| 12072 - Licensed Practical Nurse II | 18.57 |
| 12073 - Licensed Practical Nurse III | 20.70 |
| 12100 - Medical Assistant | 12.73 |
| 12130 - Medical Laboratory Technician | 22.77 |
| Technician | |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 18.14 |
| 12195 - Medical Transcriptionist | 16.61 |
| 12210 - Nuclear Medicine Technologist | 40.81 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.73 |
| 12222 - Nursing Assistant II | 13.18 |
| 12223 - Nursing Assistant III | 14.38 |
| 12224 - Nursing Assistant IV | 16.16 |
| 12235 - Optical Dispenser | 16.74 |
| 12236 - Optical Technician | 16.61 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.05 |
| 12305 - Radiologic Technologist | 22.42 |
| 12311 - Registered Nurse I | 23.58 |
| 12312 - Registered Nurse II | 28.85 |
| 12313 - Registered Nurse II | 28.85 |
| Specialist | |
| 12314 - Registered Nurse III | 34.91 |
| 12315 - Registered Nurse III | 34.91 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 41.84 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.01 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 21.17 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.42 |
| 13012 - Exhibits Specialist II | 24.05 |
| 13013 - Exhibits Specialist III | 29.43 |
| 13041 - Illustrator I | 20.65 |
| 13042 - Illustrator II | 24.45 |
| 13043 - Illustrator III | 29.43 |
| 13047 - Librarian | 26.64 |
| 13050 - Library Aide/Clerk | 9.85 |
| 13054 - Library Information Technology Systems Administrator | 24.05 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 18.42 |
| 13061 - Media Specialist I | 17.36 |
| 13062 - Media Specialist II | 19.42 |
| 13063 - Media Specialist III | 21.64 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.36 |
| 13072 - Photographer II | 19.42 |
| 13073 - Photographer III | 24.05 |
| 13074 - Photographer IV | 29.43 |
| 13075 - Photographer V | 35.61 |
| 13090 - Technical Order Library | 15.49 |
| Clerk | |
| 13110 - Video Teleconference | 17.36 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 14.45 |
| 14042 - Computer Operator II | 16.16 |
| 14043 - Computer Operator III | 18.02 |
| 14044 - Computer Operator IV | 20.01 |
| 14045 - Computer Operator V | 22.18 |
| 14071 - Computer Programmer I | (see 1) 21.01 |
| 14072 - Computer Programmer II | (see 1) 26.02 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 14.45 |
| Operator | |
| 14160 - Personal Computer Support | 20.01 |
| Technician | |
| 14170 - System Support Specialist | 22.18 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 29.16 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 35.27 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 42.28 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 29.16 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 36.94 |
| 15070 - Flight Instructor (Pilot) | 42.28 |
| 15080 - Graphic Artist | 25.29 |
| 15085 - Maintenance Test Pilot Fixed | 41.39 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 41.39 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 41.39 |
| Pilot | |
| 15090 - Technical Instructor | 23.73 |
| 15095 - Technical Instructor/Course | 29.03 |
| Developer | |
| 15110 - Test Proctor | 19.51 |

| | |
|--|-------|
| 15120 - Tutor | 19.51 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.67 |
| 16030 - Counter Attendant | 9.67 |
| 16040 - Dry Cleaner | 11.70 |
| 16070 - Finisher Flatwork Machine | 9.67 |
| 16090 - Presser Hand | 9.67 |
| 16110 - Presser Machine Drycleaning | 9.67 |
| 16130 - Presser Machine Shirts | 9.67 |
| 16160 - Presser Machine Wearing | 9.67 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.39 |
| 16220 - Tailor | 13.09 |
| 16250 - Washer Machine | 10.34 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.74 |
| 19040 - Tool And Die Maker | 26.66 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.30 |
| 21030 - Material Coordinator | 23.08 |
| 21040 - Material Expediter | 23.08 |
| 21050 - Material Handling Laborer | 13.17 |
| 21071 - Order Filler | 13.29 |
| 21080 - Production Line Worker (Food Processing) | 17.30 |
| 21110 - Shipping Packer | 15.07 |
| 21130 - Shipping/Receiving Clerk | 15.07 |
| 21140 - Store Worker I | 12.64 |
| 21150 - Stock Clerk | 16.88 |
| 21210 - Tools And Parts Attendant | 17.30 |
| 21410 - Warehouse Specialist | 17.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.09 |
| 23019 - Aircraft Logs and Records Technician | 21.34 |
| 23021 - Aircraft Mechanic I | 25.73 |
| 23022 - Aircraft Mechanic II | 27.09 |
| 23023 - Aircraft Mechanic III | 28.45 |
| 23040 - Aircraft Mechanic Helper | 18.41 |
| 23050 - Aircraft Painter | 24.29 |
| 23060 - Aircraft Servicer | 21.34 |
| 23070 - Aircraft Survival Flight Equipment Technician | 24.29 |
| 23080 - Aircraft Worker | 22.86 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 22.86 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 25.73 |
| 23110 - Appliance Mechanic | 22.08 |
| 23120 - Bicycle Repairer | 17.79 |
| 23125 - Cable Splicer | 34.46 |
| 23130 - Carpenter Maintenance | 18.42 |
| 23140 - Carpet Layer | 20.78 |
| 23160 - Electrician Maintenance | 24.20 |
| 23181 - Electronics Technician Maintenance I | 24.43 |
| 23182 - Electronics Technician Maintenance II | 25.95 |
| 23183 - Electronics Technician Maintenance III | 27.49 |
| 23260 - Fabric Worker | 19.40 |
| 23290 - Fire Alarm System Mechanic | 22.25 |
| 23310 - Fire Extinguisher Repairer | 18.07 |
| 23311 - Fuel Distribution System Mechanic | 22.94 |
| 23312 - Fuel Distribution System Operator | 17.72 |
| 23370 - General Maintenance Worker | 16.92 |
| 23380 - Ground Support Equipment Mechanic | 25.73 |
| 23381 - Ground Support Equipment Servicer | 21.34 |
| 23382 - Ground Support Equipment Worker | 22.86 |
| 23391 - Gunsmith I | 18.07 |
| 23392 - Gunsmith II | 20.78 |
| 23393 - Gunsmith III | 23.39 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 23.02 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 24.26 |
| 23430 - Heavy Equipment Mechanic | 24.66 |
| 23440 - Heavy Equipment Operator | 16.04 |
| 23460 - Instrument Mechanic | 23.39 |
| 23465 - Laboratory/Shelter Mechanic | 22.08 |
| 23470 - Laborer | 13.17 |
| 23510 - Locksmith | 22.08 |
| 23530 - Machinery Maintenance Mechanic | 22.96 |
| 23550 - Machinist Maintenance | 24.88 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.98 |
| 23591 - Metrology Technician I | 23.39 |
| 23592 - Metrology Technician II | 24.63 |
| 23593 - Metrology Technician III | 25.86 |
| 23640 - Millwright | 21.26 |
| 23710 - Office Appliance Repairer | 26.60 |
| 23760 - Painter Maintenance | 17.12 |
| 23790 - Pipefitter Maintenance | 20.56 |
| 23810 - Plumber Maintenance | 18.85 |
| 23820 - Pneudraulic Systems Mechanic | 23.39 |
| 23850 - Rigger | 23.39 |
| 23870 - Scale Mechanic | 20.78 |
| 23890 - Sheet-Metal Worker | 21.79 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.79 |
| 23931 - Telecommunications Mechanic | 29.00 |
| I | |
| 23932 - Telecommunications Mechanic | 30.55 |
| II | |
| 23950 - Telephone Lineman | 23.03 |
| 23960 - Welder Combination | 18.18 |
| Maintenance | |
| 23965 - Well Driller | 23.39 |
| 23970 - Woodcraft Worker | 23.39 |
| 23980 - Woodworker | 18.07 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 14.56 |
| 24570 - Child Care Attendant | 8.94 |
| 24580 - Child Care Center Clerk | 12.46 |
| 24610 - Chore Aide | 9.50 |
| 24620 - Family Readiness And Support | 14.56 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 14.56 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 23.39 |
| 25040 - Sewage Plant Operator | 18.67 |
| 25070 - Stationary Engineer | 23.39 |
| 25190 - Ventilation Equipment Tender | 16.74 |
| 25210 - Water Treatment Plant | 18.67 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.34 |
| 27007 - Baggage Inspector | 14.62 |
| 27008 - Corrections Officer | 18.55 |
| 27010 - Court Security Officer | 18.44 |
| 27030 - Detection Dog Handler | 16.49 |
| 27040 - Detention Officer | 18.55 |
| 27070 - Firefighter | 19.96 |

| | |
|--|-------|
| 27101 - Guard I | 14.62 |
| 27102 - Guard II | 16.49 |
| 27131 - Police Officer I | 17.02 |
| 27132 - Police Officer II | 18.91 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.10 |
| 28042 - Carnival Equipment Repairer | 13.06 |
| 28043 - Carnival Worker | 9.27 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health | 10.39 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 16.33 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.67 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 22.47 |
| 29020 - Hatch Tender | 22.47 |
| 29030 - Line Handler | 22.47 |
| 29041 - Stevedore I | 20.81 |
| 29042 - Stevedore II | 24.10 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.29 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.78 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.59 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 17.94 |
| 30022 - Archeological Technician II | 20.08 |
| 30023 - Archeological Technician III | 24.86 |
| 30030 - Cartographic Technician | 24.86 |
| 30040 - Civil Engineering Technician | 22.69 |
| 30051 - Cryogenic Technician I | 27.54 |
| 30052 - Cryogenic Technician II | 30.42 |
| 30061 - Drafter/CAD Operator I | 17.94 |
| 30062 - Drafter/CAD Operator II | 20.08 |
| 30063 - Drafter/CAD Operator III | 22.38 |
| 30064 - Drafter/CAD Operator IV | 27.54 |
| 30081 - Engineering Technician I | 16.87 |
| 30082 - Engineering Technician II | 18.93 |
| 30083 - Engineering Technician III | 21.17 |
| 30084 - Engineering Technician IV | 26.24 |
| 30085 - Engineering Technician V | 32.10 |
| 30086 - Engineering Technician VI | 38.83 |
| 30090 - Environmental Technician | 24.86 |
| 30095 - Evidence Control Specialist | 24.86 |
| 30210 - Laboratory Technician | 23.09 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 27.54 |
| 30222 - Latent Fingerprint Technician II | 30.42 |
| 30240 - Mathematical Technician | 26.22 |
| 30361 - Paralegal/Legal Assistant I | 17.06 |
| 30362 - Paralegal/Legal Assistant II | 21.13 |
| 30363 - Paralegal/Legal Assistant III | 25.85 |
| 30364 - Paralegal/Legal Assistant IV | 31.29 |
| 30375 - Petroleum Supply Specialist | 30.42 |
| 30390 - Photo-Optics Technician | 24.86 |
| 30395 - Radiation Control Technician | 30.42 |
| 30461 - Technical Writer I | 24.86 |
| 30462 - Technical Writer II | 30.42 |
| 30463 - Technical Writer III | 36.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 27.54 |
| 30502 - Weather Forecaster II | 33.50 |
| 30620 - Weather Observer Combined (see 2) | 22.65 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 24.86 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.82 |
| 31030 - Bus Driver | 18.71 |
| 31043 - Driver Courier | 12.12 |
| 31260 - Parking and Lot Attendant | 12.72 |
| 31290 - Shuttle Bus Driver | 13.26 |
| 31310 - Taxi Driver | 10.85 |
| 31361 - Truckdriver Light | 13.26 |
| 31362 - Truckdriver Medium | 15.27 |
| 31363 - Truckdriver Heavy | 21.60 |
| 31364 - Truckdriver Tractor-Trailer | 21.60 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.23 |
| 99050 - Desk Clerk | 9.01 |
| 99095 - Embalmer | 25.36 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 12.82 |
| I | |
| 99252 - Laboratory Animal Caretaker | 14.71 |
| II | |
| 99260 - Marketing Analyst | 27.82 |
| 99310 - Mortician | 25.36 |
| 99410 - Pest Controller | 15.28 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 15.58 |
| 99711 - Recycling Specialist | 18.56 |
| 99730 - Refuse Collector | 14.16 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 14.03 |
| 99830 - Survey Party Chief | 19.56 |
| 99831 - Surveying Aide | 12.64 |
| 99832 - Surveying Technician | 17.31 |
| 99840 - Vending Machine Attendant | 18.32 |
| 99841 - Vending Machine Repairer | 22.74 |
| 99842 - Vending Machine Repairer | 18.32 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4635

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4635
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Alabama

Area: Alabama Counties of Bullock Butler Crenshaw Macon Pike

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.62 |
| 01012 - Accounting Clerk II | | 16.42 |
| 01013 - Accounting Clerk III | | 18.36 |
| 01020 - Administrative Assistant | | 31.77 |
| 01035 - Court Reporter | | 19.67 |
| 01041 - Customer Service Representative I | | 12.43 |
| 01042 - Customer Service Representative II | | 13.98 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.26 |
| 01051 - Data Entry Operator I | 12.85 |
| 01052 - Data Entry Operator II | 14.02 |
| 01060 - Dispatcher Motor Vehicle | 23.17 |
| 01070 - Document Preparation Clerk | 13.63 |
| 01090 - Duplicating Machine Operator | 13.63 |
| 01111 - General Clerk I | 11.36 |
| 01112 - General Clerk II | 12.39 |
| 01113 - General Clerk III | 13.91 |
| 01120 - Housing Referral Assistant | 19.08 |
| 01141 - Messenger Courier | 11.11 |
| 01191 - Order Clerk I | 13.87 |
| 01192 - Order Clerk II | 15.13 |
| 01261 - Personnel Assistant (Employment) I | 16.90 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 24.41 |
| 01290 - Rental Clerk | 11.33 |
| 01300 - Scheduler Maintenance | 15.30 |
| 01311 - Secretary I | 15.30 |
| 01312 - Secretary II | 17.12 |
| 01313 - Secretary III | 19.08 |
| 01320 - Service Order Dispatcher | 20.70 |
| 01410 - Supply Technician | 31.77 |
| 01420 - Survey Worker | 15.86 |
| 01460 - Switchboard Operator/Receptionist | 11.31 |
| 01531 - Travel Clerk I | 12.49 |
| 01532 - Travel Clerk II | 13.42 |
| 01533 - Travel Clerk III | 14.14 |
| 01611 - Word Processor I | 13.63 |
| 01612 - Word Processor II | 15.30 |
| 01613 - Word Processor III | 17.12 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.45 |
| Fiberglass | |
| 05010 - Automotive Electrician | 19.16 |
| 05040 - Automotive Glass Installer | 19.51 |
| 05070 - Automotive Worker | 18.07 |
| 05110 - Mobile Equipment Servicer | 15.83 |
| 05130 - Motor Equipment Metal | 20.28 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 18.07 |
| 05190 - Motor Vehicle Mechanic | 20.28 |
| 05220 - Motor Vehicle Mechanic Helper | 15.14 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 17.01 |
| 05280 - Motor Vehicle Wrecker | 18.07 |
| 05310 - Painter Automotive | 19.16 |
| 05340 - Radiator Repair Specialist | 18.07 |
| 05370 - Tire Repairer | 12.73 |
| 05400 - Transmission Repair Specialist | 20.28 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.56 |
| 07041 - Cook I | 9.61 |
| 07042 - Cook II | 11.05 |
| 07070 - Dishwasher | 9.01 |
| 07130 - Food Service Worker | 9.87 |
| 07210 - Meat Cutter | 15.26 |
| 07260 - Waiter/Waitress | 8.95 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.88 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 19.99 |
| 09090 - Furniture Refinisher Helper | 16.31 |
| 09110 - Furniture Repairer Minor | 18.15 |
| 09130 - Upholsterer | 20.09 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.46 |
| 11060 - Elevator Operator | 11.31 |
| 11090 - Gardener | 14.05 |
| 11122 - Housekeeping Aide | 11.31 |
| 11150 - Janitor | 11.31 |
| 11210 - Laborer Grounds Maintenance | 10.98 |
| 11240 - Maid or Houseman | 9.50 |
| 11260 - Pruner | 9.99 |
| 11270 - Tractor Operator | 13.02 |
| 11330 - Trail Maintenance Worker | 10.98 |
| 11360 - Window Cleaner | 12.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.23 |
| 12011 - Breath Alcohol Technician | 18.57 |
| 12012 - Certified Occupational Therapist Assistant | 25.48 |
| 12015 - Certified Physical Therapist Assistant | 28.13 |
| 12020 - Dental Assistant | 17.73 |
| 12025 - Dental Hygienist | 30.67 |
| 12030 - EKG Technician | 28.14 |
| 12035 - Electroneurodiagnostic Technologist | 28.14 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 16.23 |
| 12071 - Licensed Practical Nurse I | 16.61 |
| 12072 - Licensed Practical Nurse II | 18.57 |
| 12073 - Licensed Practical Nurse III | 20.70 |
| 12100 - Medical Assistant | 12.52 |
| 12130 - Medical Laboratory Technician | 22.74 |
| Technician | |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 18.14 |
| 12195 - Medical Transcriptionist | 16.61 |
| 12210 - Nuclear Medicine Technologist | 40.81 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.73 |
| 12222 - Nursing Assistant II | 13.18 |
| 12223 - Nursing Assistant III | 14.38 |
| 12224 - Nursing Assistant IV | 16.16 |
| 12235 - Optical Dispenser | 17.08 |
| 12236 - Optical Technician | 16.61 |
| 12250 - Pharmacy Technician | 14.19 |
| 12280 - Phlebotomist | 13.33 |
| 12305 - Radiologic Technologist | 22.42 |
| 12311 - Registered Nurse I | 23.58 |
| 12312 - Registered Nurse II | 28.85 |
| 12313 - Registered Nurse II | 28.85 |
| Specialist | |
| 12314 - Registered Nurse III | 34.91 |
| 12315 - Registered Nurse III | 34.91 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 41.84 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.01 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 21.17 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.42 |
| 13012 - Exhibits Specialist II | 24.05 |
| 13013 - Exhibits Specialist III | 29.43 |
| 13041 - Illustrator I | 19.42 |
| 13042 - Illustrator II | 24.05 |
| 13043 - Illustrator III | 29.43 |
| 13047 - Librarian | 26.64 |
| 13050 - Library Aide/Clerk | 9.85 |
| 13054 - Library Information Technology Systems Administrator | 24.05 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 18.42 |
| 13061 - Media Specialist I | 17.36 |
| 13062 - Media Specialist II | 19.42 |
| 13063 - Media Specialist III | 21.64 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.36 |
| 13072 - Photographer II | 19.42 |
| 13073 - Photographer III | 24.05 |
| 13074 - Photographer IV | 29.43 |
| 13075 - Photographer V | 35.61 |
| 13090 - Technical Order Library | 15.49 |
| Clerk | |
| 13110 - Video Teleconference | 17.36 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 15.17 |
| 14042 - Computer Operator II | 16.97 |
| 14043 - Computer Operator III | 18.92 |
| 14044 - Computer Operator IV | 21.02 |
| 14045 - Computer Operator V | 23.28 |
| 14071 - Computer Programmer I | (see 1) 21.65 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 15.17 |
| Operator | |
| 14160 - Personal Computer Support | 21.80 |
| Technician | |
| 14170 - System Support Specialist | 23.28 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 29.16 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 35.27 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 42.28 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 29.16 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 37.95 |
| 15070 - Flight Instructor (Pilot) | 42.28 |
| 15080 - Graphic Artist | 25.07 |
| 15085 - Maintenance Test Pilot Fixed | 41.39 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 41.39 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 41.39 |
| Pilot | |
| 15090 - Technical Instructor | 24.79 |
| 15095 - Technical Instructor/Course | 30.84 |
| Developer | |
| 15110 - Test Proctor | 20.03 |

| | |
|--|-------|
| 15120 - Tutor | 20.03 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.65 |
| 16030 - Counter Attendant | 9.65 |
| 16040 - Dry Cleaner | 11.70 |
| 16070 - Finisher Flatwork Machine | 9.65 |
| 16090 - Presser Hand | 9.65 |
| 16110 - Presser Machine Drycleaning | 9.65 |
| 16130 - Presser Machine Shirts | 9.65 |
| 16160 - Presser Machine Wearing | 9.65 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.39 |
| 16220 - Tailor | 13.09 |
| 16250 - Washer Machine | 10.34 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.74 |
| 19040 - Tool And Die Maker | 26.66 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.68 |
| 21030 - Material Coordinator | 23.24 |
| 21040 - Material Expediter | 23.24 |
| 21050 - Material Handling Laborer | 13.17 |
| 21071 - Order Filler | 13.86 |
| 21080 - Production Line Worker (Food Processing) | 16.68 |
| 21110 - Shipping Packer | 15.07 |
| 21130 - Shipping/Receiving Clerk | 15.07 |
| 21140 - Store Worker I | 12.64 |
| 21150 - Stock Clerk | 16.88 |
| 21210 - Tools And Parts Attendant | 16.68 |
| 21410 - Warehouse Specialist | 16.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.44 |
| 23019 - Aircraft Logs and Records Technician | 24.85 |
| 23021 - Aircraft Mechanic I | 29.13 |
| 23022 - Aircraft Mechanic II | 30.44 |
| 23023 - Aircraft Mechanic III | 31.69 |
| 23040 - Aircraft Mechanic Helper | 22.24 |
| 23050 - Aircraft Painter | 27.43 |
| 23060 - Aircraft Servicer | 24.85 |
| 23070 - Aircraft Survival Flight Equipment Technician | 27.43 |
| 23080 - Aircraft Worker | 26.14 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 26.14 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 29.13 |
| 23110 - Appliance Mechanic | 22.08 |
| 23120 - Bicycle Repairer | 17.79 |
| 23125 - Cable Splicer | 34.46 |
| 23130 - Carpenter Maintenance | 18.42 |
| 23140 - Carpet Layer | 20.78 |
| 23160 - Electrician Maintenance | 24.20 |
| 23181 - Electronics Technician Maintenance I | 24.43 |
| 23182 - Electronics Technician Maintenance II | 25.85 |
| 23183 - Electronics Technician Maintenance III | 27.23 |
| 23260 - Fabric Worker | 19.40 |
| 23290 - Fire Alarm System Mechanic | 20.79 |
| 23310 - Fire Extinguisher Repairer | 18.07 |
| 23311 - Fuel Distribution System Mechanic | 22.84 |
| 23312 - Fuel Distribution System Operator | 17.72 |
| 23370 - General Maintenance Worker | 17.04 |
| 23380 - Ground Support Equipment Mechanic | 29.13 |
| 23381 - Ground Support Equipment Servicer | 24.85 |
| 23382 - Ground Support Equipment Worker | 26.14 |
| 23391 - Gunsmith I | 18.07 |
| 23392 - Gunsmith II | 20.78 |
| 23393 - Gunsmith III | 23.39 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 23.02 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 24.26 |
| 23430 - Heavy Equipment Mechanic | 24.66 |
| 23440 - Heavy Equipment Operator | 16.04 |
| 23460 - Instrument Mechanic | 23.39 |
| 23465 - Laboratory/Shelter Mechanic | 22.08 |
| 23470 - Laborer | 13.17 |
| 23510 - Locksmith | 22.08 |
| 23530 - Machinery Maintenance Mechanic | 22.96 |
| 23550 - Machinist Maintenance | 24.73 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.98 |
| 23591 - Metrology Technician I | 23.39 |
| 23592 - Metrology Technician II | 24.63 |
| 23593 - Metrology Technician III | 25.86 |
| 23640 - Millwright | 21.26 |
| 23710 - Office Appliance Repairer | 26.72 |
| 23760 - Painter Maintenance | 16.46 |
| 23790 - Pipefitter Maintenance | 20.56 |
| 23810 - Plumber Maintenance | 18.48 |
| 23820 - Pneudraulic Systems Mechanic | 23.39 |
| 23850 - Rigger | 23.39 |
| 23870 - Scale Mechanic | 20.78 |
| 23890 - Sheet-Metal Worker | 21.79 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.79 |
| 23931 - Telecommunications Mechanic | 29.00 |
| I | |
| 23932 - Telecommunications Mechanic | 30.55 |
| II | |
| 23950 - Telephone Lineman | 23.03 |
| 23960 - Welder Combination | 16.65 |
| Maintenance | |
| 23965 - Well Driller | 23.39 |
| 23970 - Woodcraft Worker | 23.39 |
| 23980 - Woodworker | 17.79 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 14.27 |
| 24570 - Child Care Attendant | 10.31 |
| 24580 - Child Care Center Clerk | 13.33 |
| 24610 - Chore Aide | 9.93 |
| 24620 - Family Readiness And Support | 14.27 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 16.50 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 23.39 |
| 25040 - Sewage Plant Operator | 18.67 |
| 25070 - Stationary Engineer | 23.39 |
| 25190 - Ventilation Equipment Tender | 16.74 |
| 25210 - Water Treatment Plant | 18.67 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.54 |
| 27007 - Baggage Inspector | 13.96 |
| 27008 - Corrections Officer | 18.55 |
| 27010 - Court Security Officer | 18.44 |
| 27030 - Detection Dog Handler | 16.36 |
| 27040 - Detention Officer | 18.55 |
| 27070 - Firefighter | 20.69 |

| | |
|--|-------|
| 27101 - Guard I | 13.96 |
| 27102 - Guard II | 16.36 |
| 27131 - Police Officer I | 18.83 |
| 27132 - Police Officer II | 20.91 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.10 |
| 28042 - Carnival Equipment Repairer | 13.06 |
| 28043 - Carnival Worker | 9.27 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 11.40 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health | 11.81 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 16.33 |
| 28630 - Sports Official | 12.89 |
| 28690 - Swimming Pool Operator | 15.46 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 20.78 |
| 29020 - Hatch Tender | 20.78 |
| 29030 - Line Handler | 20.78 |
| 29041 - Stevedore I | 19.40 |
| 29042 - Stevedore II | 22.08 |
| 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 | 17.94 |
| 30022 - Archeological Technician II | 20.08 |
| 30023 - Archeological Technician III | 24.92 |
| 30030 - Cartographic Technician | 24.92 |
| 30040 - Civil Engineering Technician | 22.69 |
| 30051 - Cryogenic Technician I | 27.54 |
| 30052 - Cryogenic Technician II | 30.42 |
| 30061 - Drafter/CAD Operator I | 17.94 |
| 30062 - Drafter/CAD Operator II | 20.08 |
| 30063 - Drafter/CAD Operator III | 22.44 |
| 30064 - Drafter/CAD Operator IV | 27.61 |
| 30081 - Engineering Technician I | 15.98 |
| 30082 - Engineering Technician II | 17.94 |
| 30083 - Engineering Technician III | 20.74 |
| 30084 - Engineering Technician IV | 24.86 |
| 30085 - Engineering Technician V | 30.42 |
| 30086 - Engineering Technician VI | 36.80 |
| 30090 - Environmental Technician | 24.86 |
| 30095 - Evidence Control Specialist | 24.86 |
| 30210 - Laboratory Technician | 22.38 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 27.54 |
| 30222 - Latent Fingerprint Technician II | 30.42 |
| 30240 - Mathematical Technician | 24.92 |
| 30361 - Paralegal/Legal Assistant I | 17.89 |
| 30362 - Paralegal/Legal Assistant II | 23.06 |
| 30363 - Paralegal/Legal Assistant III | 28.20 |
| 30364 - Paralegal/Legal Assistant IV | 34.12 |
| 30375 - Petroleum Supply Specialist | 30.42 |
| 30390 - Photo-Optics Technician | 24.92 |
| 30395 - Radiation Control Technician | 30.42 |
| 30461 - Technical Writer I | 24.86 |
| 30462 - Technical Writer II | 30.42 |
| 30463 - Technical Writer III | 36.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 27.54 |
| 30502 - Weather Forecaster II | 33.50 |
| 30620 - Weather Observer Combined (see 2) | 22.44 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 24.86 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 14.67 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 12.25 |
| 31260 - Parking and Lot Attendant | 13.38 |
| 31290 - Shuttle Bus Driver | 12.95 |
| 31310 - Taxi Driver | 10.89 |
| 31361 - Truckdriver Light | 12.95 |
| 31362 - Truckdriver Medium | 15.42 |
| 31363 - Truckdriver Heavy | 21.60 |
| 31364 - Truckdriver Tractor-Trailer | 21.60 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.23 |
| 99050 - Desk Clerk | 9.36 |
| 99095 - Embalmer | 25.60 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 12.78 |
| I | |
| 99252 - Laboratory Animal Caretaker | 13.52 |
| II | |
| 99260 - Marketing Analyst | 27.82 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 15.28 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 15.64 |
| 99711 - Recycling Specialist | 18.56 |
| 99730 - Refuse Collector | 14.22 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 14.03 |
| 99830 - Survey Party Chief | 19.03 |
| 99831 - Surveying Aide | 12.66 |
| 99832 - Surveying Technician | 17.31 |
| 99840 - Vending Machine Attendant | 17.17 |
| 99841 - Vending Machine Repairer | 21.03 |
| 99842 - Vending Machine Repairer | 16.53 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4637

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4637
Revision No.: 15
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Bradley Polk

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.91 |
| 01012 - Accounting Clerk II | | 15.62 |
| 01013 - Accounting Clerk III | | 17.48 |
| 01020 - Administrative Assistant | | 22.64 |
| 01035 - Court Reporter | | 16.96 |
| 01041 - Customer Service Representative I | | 12.30 |
| 01042 - Customer Service Representative II | | 13.83 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.08 |
| 01051 - Data Entry Operator I | 12.87 |
| 01052 - Data Entry Operator II | 14.05 |
| 01060 - Dispatcher Motor Vehicle | 18.58 |
| 01070 - Document Preparation Clerk | 13.49 |
| 01090 - Duplicating Machine Operator | 13.49 |
| 01111 - General Clerk I | 12.63 |
| 01112 - General Clerk II | 13.78 |
| 01113 - General Clerk III | 15.48 |
| 01120 - Housing Referral Assistant | 18.90 |
| 01141 - Messenger Courier | 11.01 |
| 01191 - Order Clerk I | 12.68 |
| 01192 - Order Clerk II | 13.83 |
| 01261 - Personnel Assistant (Employment) I | 15.15 |
| 01262 - Personnel Assistant (Employment) II | 16.96 |
| 01263 - Personnel Assistant (Employment) III | 18.90 |
| 01270 - Production Control Clerk | 23.23 |
| 01290 - Rental Clerk | 13.32 |
| 01300 - Scheduler Maintenance | 15.15 |
| 01311 - Secretary I | 15.15 |
| 01312 - Secretary II | 16.96 |
| 01313 - Secretary III | 18.90 |
| 01320 - Service Order Dispatcher | 16.07 |
| 01410 - Supply Technician | 22.64 |
| 01420 - Survey Worker | 16.01 |
| 01460 - Switchboard Operator/Receptionist | 12.25 |
| 01531 - Travel Clerk I | 12.22 |
| 01532 - Travel Clerk II | 12.99 |
| 01533 - Travel Clerk III | 13.78 |
| 01611 - Word Processor I | 13.83 |
| 01612 - Word Processor II | 15.53 |
| 01613 - Word Processor III | 17.37 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 19.37 |
| Fiberglass | |
| 05010 - Automotive Electrician | 20.03 |
| 05040 - Automotive Glass Installer | 19.05 |
| 05070 - Automotive Worker | 19.05 |
| 05110 - Mobile Equipment Servicer | 16.92 |
| 05130 - Motor Equipment Metal | 21.11 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 19.05 |
| 05190 - Motor Vehicle Mechanic | 21.11 |
| 05220 - Motor Vehicle Mechanic Helper | 15.90 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 17.89 |
| 05280 - Motor Vehicle Wrecker | 19.05 |
| 05310 - Painter Automotive | 20.03 |
| 05340 - Radiator Repair Specialist | 19.05 |
| 05370 - Tire Repairer | 16.41 |
| 05400 - Transmission Repair Specialist | 21.11 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.65 |
| 07041 - Cook I | 10.59 |
| 07042 - Cook II | 11.96 |
| 07070 - Dishwasher | 9.62 |
| 07130 - Food Service Worker | 9.39 |
| 07210 - Meat Cutter | 14.16 |
| 07260 - Waiter/Waitress | 9.00 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.02 |
| 09040 - Furniture Handler | 13.83 |
| 09080 - Furniture Refinisher | 19.98 |
| 09090 - Furniture Refinisher Helper | 16.19 |
| 09110 - Furniture Repairer Minor | 18.11 |
| 09130 - Upholsterer | 20.92 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.52 |
| 11060 - Elevator Operator | 10.97 |
| 11090 - Gardener | 16.40 |
| 11122 - Housekeeping Aide | 10.97 |
| 11150 - Janitor | 10.97 |
| 11210 - Laborer Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 9.26 |
| 11260 - Pruner | 11.89 |
| 11270 - Tractor Operator | 15.38 |
| 11330 - Trail Maintenance Worker | 13.67 |
| 11360 - Window Cleaner | 12.10 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.67 |
| 12011 - Breath Alcohol Technician | 18.67 |
| 12012 - Certified Occupational Therapist Assistant | 25.62 |
| 12015 - Certified Physical Therapist Assistant | 28.68 |
| 12020 - Dental Assistant | 17.95 |
| 12025 - Dental Hygienist | 36.06 |
| 12030 - EKG Technician | 28.29 |
| 12035 - Electroneurodiagnostic Technologist | 28.29 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 18.67 |
| 12071 - Licensed Practical Nurse I | 16.70 |
| 12072 - Licensed Practical Nurse II | 18.67 |
| 12073 - Licensed Practical Nurse III | 20.81 |
| 12100 - Medical Assistant | 14.42 |
| 12130 - Medical Laboratory Technician | 22.09 |
| Technician | |
| 12160 - Medical Record Clerk | 18.04 |
| 12190 - Medical Record Technician | 20.17 |
| 12195 - Medical Transcriptionist | 16.70 |
| 12210 - Nuclear Medicine | 41.03 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.21 |
| 12222 - Nursing Assistant II | 12.60 |
| 12223 - Nursing Assistant III | 13.75 |
| 12224 - Nursing Assistant IV | 15.44 |
| 12235 - Optical Dispenser | 18.67 |
| 12236 - Optical Technician | 16.70 |
| 12250 - Pharmacy Technician | 14.99 |
| 12280 - Phlebotomist | 16.70 |
| 12305 - Radiologic Technologist | 28.29 |
| 12311 - Registered Nurse I | 21.41 |
| 12312 - Registered Nurse II | 26.19 |
| 12313 - Registered Nurse II | 26.19 |
| Specialist | |
| 12314 - Registered Nurse III | 31.69 |
| 12315 - Registered Nurse III | 31.69 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 37.99 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.13 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 23.13 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.27 |
| 13012 - Exhibits Specialist II | 23.87 |
| 13013 - Exhibits Specialist III | 29.20 |
| 13041 - Illustrator I | 19.27 |
| 13042 - Illustrator II | 23.87 |
| 13043 - Illustrator III | 29.20 |
| 13047 - Librarian | 26.44 |
| 13050 - Library Aide/Clerk | 14.72 |
| 13054 - Library Information | 23.87 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 18.91 |
| 13061 - Media Specialist I | 17.22 |
| 13062 - Media Specialist II | 19.27 |
| 13063 - Media Specialist III | 21.49 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.22 |
| 13072 - Photographer II | 19.27 |
| 13073 - Photographer III | 23.87 |
| 13074 - Photographer IV | 29.20 |
| 13075 - Photographer V | 35.33 |
| 13090 - Technical Order Library | 19.04 |
| Clerk | |
| 13110 - Video Teleconference | 17.22 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 16.94 |
| 14042 - Computer Operator II | 18.94 |
| 14043 - Computer Operator III | 21.11 |
| 14044 - Computer Operator IV | 23.47 |
| 14045 - Computer Operator V | 25.99 |
| 14071 - Computer Programmer I | (see 1) 20.37 |
| 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 | 16.94 |
| Operator | |
| 14160 - Personal Computer Support | 23.47 |
| Technician | |
| 14170 - System Support Specialist | 25.51 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 32.13 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 36.75 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 40.42 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 32.13 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 29.14 |
| 15070 - Flight Instructor (Pilot) | 40.42 |
| 15080 - Graphic Artist | 24.90 |
| 15085 - Maintenance Test Pilot Fixed | 40.42 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 40.42 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 40.42 |
| Pilot | |
| 15090 - Technical Instructor | 20.35 |
| 15095 - Technical Instructor/Course | 24.90 |
| Developer | |
| 15110 - Test Proctor | 16.55 |

| | |
|--|-------|
| 15120 - Tutor | 16.55 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.51 |
| 16030 - Counter Attendant | 9.51 |
| 16040 - Dry Cleaner | 11.95 |
| 16070 - Finisher Flatwork Machine | 9.51 |
| 16090 - Presser Hand | 9.51 |
| 16110 - Presser Machine Drycleaning | 9.51 |
| 16130 - Presser Machine Shirts | 9.51 |
| 16160 - Presser Machine Wearing | 9.51 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.42 |
| 16250 - Washer Machine | 10.31 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.96 |
| 19040 - Tool And Die Maker | 25.72 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.63 |
| 21030 - Material Coordinator | 23.23 |
| 21040 - Material Expediter | 23.23 |
| 21050 - Material Handling Laborer | 15.00 |
| 21071 - Order Filler | 14.76 |
| 21080 - Production Line Worker (Food Processing) | 16.63 |
| 21110 - Shipping Packer | 15.41 |
| 21130 - Shipping/Receiving Clerk | 15.41 |
| 21140 - Store Worker I | 13.37 |
| 21150 - Stock Clerk | 18.09 |
| 21210 - Tools And Parts Attendant | 16.63 |
| 21410 - Warehouse Specialist | 16.63 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.29 |
| 23019 - Aircraft Logs and Records Technician | 18.72 |
| 23021 - Aircraft Mechanic I | 22.09 |
| 23022 - Aircraft Mechanic II | 23.29 |
| 23023 - Aircraft Mechanic III | 24.51 |
| 23040 - Aircraft Mechanic Helper | 16.55 |
| 23050 - Aircraft Painter | 20.96 |
| 23060 - Aircraft Servicer | 18.72 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.96 |
| 23080 - Aircraft Worker | 19.93 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.93 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 22.09 |
| 23110 - Appliance Mechanic | 20.96 |
| 23120 - Bicycle Repairer | 17.65 |
| 23125 - Cable Splicer | 22.52 |
| 23130 - Carpenter Maintenance | 19.04 |
| 23140 - Carpet Layer | 19.93 |
| 23160 - Electrician Maintenance | 25.63 |
| 23181 - Electronics Technician Maintenance I | 20.88 |
| 23182 - Electronics Technician Maintenance II | 24.07 |
| 23183 - Electronics Technician Maintenance III | 27.10 |
| 23260 - Fabric Worker | 18.72 |
| 23290 - Fire Alarm System Mechanic | 22.09 |
| 23310 - Fire Extinguisher Repairer | 18.29 |
| 23311 - Fuel Distribution System Mechanic | 22.09 |
| 23312 - Fuel Distribution System Operator | 17.65 |
| 23370 - General Maintenance Worker | 19.22 |
| 23380 - Ground Support Equipment Mechanic | 22.09 |
| 23381 - Ground Support Equipment Servicer | 18.72 |
| 23382 - Ground Support Equipment Worker | 19.93 |
| 23391 - Gunsmith I | 18.29 |
| 23392 - Gunsmith II | 19.93 |
| 23393 - Gunsmith III | 22.09 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 19.19 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 20.21 |
| 23430 - Heavy Equipment Mechanic | 22.09 |
| 23440 - Heavy Equipment Operator | 21.74 |
| 23460 - Instrument Mechanic | 22.09 |
| 23465 - Laboratory/Shelter Mechanic | 20.96 |
| 23470 - Laborer | 15.00 |
| 23510 - Locksmith | 20.96 |
| 23530 - Machinery Maintenance Mechanic | 25.82 |
| 23550 - Machinist Maintenance | 20.18 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 16.20 |
| 23591 - Metrology Technician I | 22.09 |
| 23592 - Metrology Technician II | 23.29 |
| 23593 - Metrology Technician III | 24.51 |
| 23640 - Millwright | 22.09 |
| 23710 - Office Appliance Repairer | 20.96 |
| 23760 - Painter Maintenance | 20.96 |
| 23790 - Pipefitter Maintenance | 24.84 |
| 23810 - Plumber Maintenance | 23.57 |
| 23820 - Pneudraulic Systems Mechanic | 22.09 |
| 23850 - Rigger | 22.09 |
| 23870 - Scale Mechanic | 19.93 |
| 23890 - Sheet-Metal Worker | 23.79 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.93 |
| 23931 - Telecommunications Mechanic | 28.86 |
| I | |
| 23932 - Telecommunications Mechanic | 30.22 |
| II | |
| 23950 - Telephone Lineman | 22.09 |
| 23960 - Welder Combination | 23.30 |
| Maintenance | |
| 23965 - Well Driller | 22.09 |
| 23970 - Woodcraft Worker | 22.09 |
| 23980 - Woodworker | 17.65 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 14.32 |
| 24570 - Child Care Attendant | 10.56 |
| 24580 - Child Care Center Clerk | 13.19 |
| 24610 - Chore Aide | 10.94 |
| 24620 - Family Readiness And Support | 14.32 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 16.40 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 22.91 |
| 25040 - Sewage Plant Operator | 18.94 |
| 25070 - Stationary Engineer | 22.91 |
| 25190 - Ventilation Equipment Tender | 16.55 |
| 25210 - Water Treatment Plant | 18.94 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.50 |
| 27007 - Baggage Inspector | 16.53 |
| 27008 - Corrections Officer | 18.79 |
| 27010 - Court Security Officer | 18.79 |
| 27030 - Detection Dog Handler | 18.50 |
| 27040 - Detention Officer | 18.79 |
| 27070 - Firefighter | 18.79 |

| | |
|--|---------------|
| 27101 - Guard I | 16.53 |
| 27102 - Guard II | 18.50 |
| 27131 - Police Officer I | 18.79 |
| 27132 - Police Officer II | 20.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.79 |
| 28042 - Carnival Equipment Repairer | 14.71 |
| 28043 - Carnival Worker | 10.57 |
| 28210 - Gate Attendant/Gate Tender | 18.14 |
| 28310 - Lifeguard | 15.09 |
| 28350 - Park Attendant (Aide) | 20.30 |
| 28510 - Recreation Aide/Health | 14.80 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 23.60 |
| 28630 - Sports Official | 16.16 |
| 28690 - Swimming Pool Operator | 17.81 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 20.16 |
| 29020 - Hatch Tender | 20.16 |
| 29030 - Line Handler | 20.16 |
| 29041 - Stevedore I | 19.09 |
| 29042 - Stevedore II | 21.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control | (see 2) 40.29 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control | (see 2) 27.78 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.59 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 17.37 |
| 30022 - Archeological Technician II | 19.44 |
| 30023 - Archeological Technician III | 24.08 |
| 30030 - Cartographic Technician | 24.08 |
| 30040 - Civil Engineering Technician | 23.98 |
| 30051 - Cryogenic Technician I | 26.67 |
| 30052 - Cryogenic Technician II | 29.45 |
| 30061 - Drafter/CAD Operator I | 17.37 |
| 30062 - Drafter/CAD Operator II | 19.44 |
| 30063 - Drafter/CAD Operator III | 21.67 |
| 30064 - Drafter/CAD Operator IV | 26.67 |
| 30081 - Engineering Technician I | 15.48 |
| 30082 - Engineering Technician II | 17.37 |
| 30083 - Engineering Technician III | 19.44 |
| 30084 - Engineering Technician IV | 24.08 |
| 30085 - Engineering Technician V | 29.45 |
| 30086 - Engineering Technician VI | 35.63 |
| 30090 - Environmental Technician | 24.08 |
| 30095 - Evidence Control Specialist | 24.08 |
| 30210 - Laboratory Technician | 26.59 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 26.67 |
| 30222 - Latent Fingerprint Technician II | 29.45 |
| 30240 - Mathematical Technician | 24.08 |
| 30361 - Paralegal/Legal Assistant I | 17.35 |
| 30362 - Paralegal/Legal Assistant II | 20.93 |
| 30363 - Paralegal/Legal Assistant III | 25.57 |
| 30364 - Paralegal/Legal Assistant IV | 31.00 |
| 30375 - Petroleum Supply Specialist | 29.45 |
| 30390 - Photo-Optics Technician | 24.08 |
| 30395 - Radiation Control Technician | 29.45 |
| 30461 - Technical Writer I | 24.08 |
| 30462 - Technical Writer II | 29.45 |
| 30463 - Technical Writer III | 35.63 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.67 |
| 30502 - Weather Forecaster II | 32.44 |
| 30620 - Weather Observer Combined (see 2) | 21.67 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 24.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 16.29 |
| 31030 - Bus Driver | 21.80 |
| 31043 - Driver Courier | 16.16 |
| 31260 - Parking and Lot Attendant | 13.29 |
| 31290 - Shuttle Bus Driver | 16.60 |
| 31310 - Taxi Driver | 14.10 |
| 31361 - Truckdriver Light | 16.60 |
| 31362 - Truckdriver Medium | 18.29 |
| 31363 - Truckdriver Heavy | 24.24 |
| 31364 - Truckdriver Tractor-Trailer | 24.24 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.66 |
| 99050 - Desk Clerk | 9.60 |
| 99095 - Embalmer | 25.60 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 16.68 |
| I | |
| 99252 - Laboratory Animal Caretaker | 17.52 |
| II | |
| 99260 - Marketing Analyst | 28.09 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 22.09 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 16.51 |
| 99711 - Recycling Specialist | 19.53 |
| 99730 - Refuse Collector | 14.97 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 14.97 |
| 99830 - Survey Party Chief | 18.84 |
| 99831 - Surveying Aide | 12.28 |
| 99832 - Surveying Technician | 16.90 |
| 99840 - Vending Machine Attendant | 19.53 |
| 99841 - Vending Machine Repairer | 23.53 |
| 99842 - Vending Machine Repairer | 19.53 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4639

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4639
Revision No.: 15
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Chester Crockett Madison

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.32 |
| 01012 - Accounting Clerk II | | 16.09 |
| 01013 - Accounting Clerk III | | 17.99 |
| 01020 - Administrative Assistant | | 23.58 |
| 01035 - Court Reporter | | 18.19 |
| 01041 - Customer Service Representative I | | 12.56 |
| 01042 - Customer Service Representative II | | 14.12 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.41 |
| 01051 - Data Entry Operator I | 13.27 |
| 01052 - Data Entry Operator II | 14.47 |
| 01060 - Dispatcher Motor Vehicle | 20.75 |
| 01070 - Document Preparation Clerk | 12.64 |
| 01090 - Duplicating Machine Operator | 12.64 |
| 01111 - General Clerk I | 13.59 |
| 01112 - General Clerk II | 14.82 |
| 01113 - General Clerk III | 16.65 |
| 01120 - Housing Referral Assistant | 20.27 |
| 01141 - Messenger Courier | 12.77 |
| 01191 - Order Clerk I | 16.28 |
| 01192 - Order Clerk II | 17.75 |
| 01261 - Personnel Assistant (Employment) I | 16.25 |
| 01262 - Personnel Assistant (Employment) II | 18.19 |
| 01263 - Personnel Assistant (Employment) III | 20.27 |
| 01270 - Production Control Clerk | 22.10 |
| 01290 - Rental Clerk | 16.64 |
| 01300 - Scheduler Maintenance | 16.25 |
| 01311 - Secretary I | 16.25 |
| 01312 - Secretary II | 18.19 |
| 01313 - Secretary III | 20.27 |
| 01320 - Service Order Dispatcher | 18.55 |
| 01410 - Supply Technician | 23.58 |
| 01420 - Survey Worker | 17.19 |
| 01460 - Switchboard Operator/Receptionist | 13.23 |
| 01531 - Travel Clerk I | 14.02 |
| 01532 - Travel Clerk II | 15.00 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 14.47 |
| 01612 - Word Processor II | 16.25 |
| 01613 - Word Processor III | 18.19 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 19.85 |
| Fiberglass | |
| 05010 - Automotive Electrician | 19.23 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.21 |
| 05110 - Mobile Equipment Servicer | 15.07 |
| 05130 - Motor Equipment Metal | 19.26 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.21 |
| 05190 - Motor Vehicle Mechanic | 19.26 |
| 05220 - Motor Vehicle Mechanic Helper | 13.97 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 17.21 |
| 05280 - Motor Vehicle Wrecker | 17.21 |
| 05310 - Painter Automotive | 18.23 |
| 05340 - Radiator Repair Specialist | 17.21 |
| 05370 - Tire Repairer | 12.87 |
| 05400 - Transmission Repair Specialist | 19.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.56 |
| 07041 - Cook I | 11.50 |
| 07042 - Cook II | 13.50 |
| 07070 - Dishwasher | 9.30 |
| 07130 - Food Service Worker | 9.39 |
| 07210 - Meat Cutter | 14.57 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.21 |
| 09040 - Furniture Handler | 10.74 |
| 09080 - Furniture Refinisher | 16.21 |
| 09090 - Furniture Refinisher Helper | 12.97 |
| 09110 - Furniture Repairer Minor | 15.27 |
| 09130 - Upholsterer | 17.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.70 |
| 11060 - Elevator Operator | 12.70 |
| 11090 - Gardener | 17.20 |
| 11122 - Housekeeping Aide | 11.16 |
| 11150 - Janitor | 11.16 |
| 11210 - Laborer Grounds Maintenance | 12.86 |
| 11240 - Maid or Houseman | 10.41 |
| 11260 - Pruner | 11.45 |
| 11270 - Tractor Operator | 16.34 |
| 11330 - Trail Maintenance Worker | 12.86 |
| 11360 - Window Cleaner | 12.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.87 |
| 12011 - Breath Alcohol Technician | 17.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.60 |
| 12015 - Certified Physical Therapist Assistant | 30.14 |
| 12020 - Dental Assistant | 19.56 |
| 12025 - Dental Hygienist | 33.88 |
| 12030 - EKG Technician | 27.17 |
| 12035 - Electroneurodiagnostic Technologist | 27.17 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 17.87 |
| 12071 - Licensed Practical Nurse I | 16.03 |
| 12072 - Licensed Practical Nurse II | 17.93 |
| 12073 - Licensed Practical Nurse III | 19.99 |
| 12100 - Medical Assistant | 14.71 |
| 12130 - Medical Laboratory Technician | 20.05 |
| Technician | |
| 12160 - Medical Record Clerk | 15.43 |
| 12190 - Medical Record Technician | 17.25 |
| 12195 - Medical Transcriptionist | 16.97 |
| 12210 - Nuclear Medicine | 39.40 |
| Technologist | |
| 12221 - Nursing Assistant I | 12.01 |
| 12222 - Nursing Assistant II | 13.50 |
| 12223 - Nursing Assistant III | 14.73 |
| 12224 - Nursing Assistant IV | 16.54 |
| 12235 - Optical Dispenser | 18.16 |
| 12236 - Optical Technician | 16.03 |
| 12250 - Pharmacy Technician | 15.02 |
| 12280 - Phlebotomist | 14.08 |
| 12305 - Radiologic Technologist | 24.12 |
| 12311 - Registered Nurse I | 25.41 |
| 12312 - Registered Nurse II | 30.43 |
| 12313 - Registered Nurse II | 30.43 |
| Specialist | |
| 12314 - Registered Nurse III | 36.80 |
| 12315 - Registered Nurse III | 36.80 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 44.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.14 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 21.35 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.87 |
| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.11 |
| 13041 - Illustrator I | 19.87 |
| 13042 - Illustrator II | 24.61 |
| 13043 - Illustrator III | 30.11 |
| 13047 - Librarian | 27.26 |
| 13050 - Library Aide/Clerk | 15.82 |
| 13054 - Library Information | 24.61 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 19.87 |
| 13061 - Media Specialist I | 17.77 |
| 13062 - Media Specialist II | 19.87 |
| 13063 - Media Specialist III | 22.15 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.77 |
| 13072 - Photographer II | 19.87 |
| 13073 - Photographer III | 24.61 |
| 13074 - Photographer IV | 30.11 |
| 13075 - Photographer V | 36.44 |
| 13090 - Technical Order Library | 19.87 |
| Clerk | |
| 13110 - Video Teleconference | 18.06 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 18.30 |
| 14042 - Computer Operator II | 20.54 |
| 14043 - Computer Operator III | 22.90 |
| 14044 - Computer Operator IV | 25.45 |
| 14045 - Computer Operator V | 28.17 |
| 14071 - Computer Programmer I | (see 1) 21.66 |
| 14072 - Computer Programmer II | (see 1) 26.85 |
| 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 | 18.30 |
| Operator | |
| 14160 - Personal Computer Support | 25.45 |
| Technician | |
| 14170 - System Support Specialist | 28.17 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 30.02 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 36.76 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 43.53 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 30.02 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 31.26 |
| 15070 - Flight Instructor (Pilot) | 43.53 |
| 15080 - Graphic Artist | 23.59 |
| 15085 - Maintenance Test Pilot Fixed | 43.29 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 43.29 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 43.29 |
| Pilot | |
| 15090 - Technical Instructor | 21.83 |
| 15095 - Technical Instructor/Course | 26.71 |
| Developer | |
| 15110 - Test Proctor | 17.62 |

| | |
|--|-------|
| 15120 - Tutor | 17.62 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 11.39 |
| 16030 - Counter Attendant | 11.39 |
| 16040 - Dry Cleaner | 13.67 |
| 16070 - Finisher Flatwork Machine | 11.39 |
| 16090 - Presser Hand | 11.39 |
| 16110 - Presser Machine Drycleaning | 11.39 |
| 16130 - Presser Machine Shirts | 11.39 |
| 16160 - Presser Machine Wearing | 11.39 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 14.63 |
| 16220 - Tailor | 15.59 |
| 16250 - Washer Machine | 11.93 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.02 |
| 19040 - Tool And Die Maker | 26.54 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.41 |
| 21030 - Material Coordinator | 22.10 |
| 21040 - Material Expediter | 22.10 |
| 21050 - Material Handling Laborer | 13.86 |
| 21071 - Order Filler | 12.84 |
| 21080 - Production Line Worker (Food Processing) | 14.41 |
| 21110 - Shipping Packer | 17.03 |
| 21130 - Shipping/Receiving Clerk | 17.03 |
| 21140 - Store Worker I | 11.79 |
| 21150 - Stock Clerk | 16.71 |
| 21210 - Tools And Parts Attendant | 14.41 |
| 21410 - Warehouse Specialist | 14.41 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.84 |
| 23019 - Aircraft Logs and Records Technician | 18.29 |
| 23021 - Aircraft Mechanic I | 22.49 |
| 23022 - Aircraft Mechanic II | 23.84 |
| 23023 - Aircraft Mechanic III | 25.28 |
| 23040 - Aircraft Mechanic Helper | 15.39 |
| 23050 - Aircraft Painter | 21.12 |
| 23060 - Aircraft Servicer | 18.29 |
| 23070 - Aircraft Survival Flight Equipment Technician | 21.12 |
| 23080 - Aircraft Worker | 19.73 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.73 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 22.49 |
| 23110 - Appliance Mechanic | 21.12 |
| 23120 - Bicycle Repairer | 16.49 |
| 23125 - Cable Splicer | 31.80 |
| 23130 - Carpenter Maintenance | 19.37 |
| 23140 - Carpet Layer | 19.73 |
| 23160 - Electrician Maintenance | 27.12 |
| 23181 - Electronics Technician Maintenance I | 26.10 |
| 23182 - Electronics Technician Maintenance II | 27.93 |
| 23183 - Electronics Technician Maintenance III | 29.76 |
| 23260 - Fabric Worker | 18.29 |
| 23290 - Fire Alarm System Mechanic | 23.16 |
| 23310 - Fire Extinguisher Repairer | 16.81 |
| 23311 - Fuel Distribution System Mechanic | 23.16 |
| 23312 - Fuel Distribution System Operator | 17.32 |
| 23370 - General Maintenance Worker | 19.72 |
| 23380 - Ground Support Equipment Mechanic | 22.49 |
| 23381 - Ground Support Equipment Servicer | 18.29 |
| 23382 - Ground Support Equipment Worker | 19.73 |
| 23391 - Gunsmith I | 16.81 |
| 23392 - Gunsmith II | 19.73 |
| 23393 - Gunsmith III | 22.49 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 20.18 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.55 |
| 23430 - Heavy Equipment Mechanic | 21.67 |
| 23440 - Heavy Equipment Operator | 21.48 |
| 23460 - Instrument Mechanic | 22.49 |
| 23465 - Laboratory/Shelter Mechanic | 21.12 |
| 23470 - Laborer | 13.86 |
| 23510 - Locksmith | 21.12 |
| 23530 - Machinery Maintenance Mechanic | 27.59 |
| 23550 - Machinist Maintenance | 21.57 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 17.30 |
| 23591 - Metrology Technician I | 22.49 |
| 23592 - Metrology Technician II | 23.84 |
| 23593 - Metrology Technician III | 25.28 |
| 23640 - Millwright | 24.37 |
| 23710 - Office Appliance Repairer | 21.85 |
| 23760 - Painter Maintenance | 17.49 |
| 23790 - Pipefitter Maintenance | 23.77 |
| 23810 - Plumber Maintenance | 22.32 |
| 23820 - Pneudraulic Systems Mechanic | 22.49 |
| 23850 - Rigger | 22.49 |
| 23870 - Scale Mechanic | 19.73 |
| 23890 - Sheet-Metal Worker | 21.92 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.36 |
| 23931 - Telecommunications Mechanic | 29.01 |
| I | |
| 23932 - Telecommunications Mechanic | 30.73 |
| II | |
| 23950 - Telephone Lineman | 24.74 |
| 23960 - Welder Combination | 18.18 |
| Maintenance | |
| 23965 - Well Driller | 22.49 |
| 23970 - Woodcraft Worker | 22.49 |
| 23980 - Woodworker | 16.81 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.83 |
| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.11 |
| 24610 - Chore Aide | 10.01 |
| 24620 - Family Readiness And Support | 15.83 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 16.62 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 23.36 |
| 25040 - Sewage Plant Operator | 22.32 |
| 25070 - Stationary Engineer | 23.36 |
| 25190 - Ventilation Equipment Tender | 15.83 |
| 25210 - Water Treatment Plant | 22.32 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.81 |
| 27007 - Baggage Inspector | 11.66 |
| 27008 - Corrections Officer | 19.23 |
| 27010 - Court Security Officer | 18.53 |
| 27030 - Detection Dog Handler | 13.59 |
| 27040 - Detention Officer | 19.23 |
| 27070 - Firefighter | 16.97 |

| | |
|--|-------|
| 27101 - Guard I | 11.66 |
| 27102 - Guard II | 13.59 |
| 27131 - Police Officer I | 21.51 |
| 27132 - Police Officer II | 22.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.86 |
| 28042 - Carnival Equipment Repairer | 14.03 |
| 28043 - Carnival Worker | 9.34 |
| 28210 - Gate Attendant/Gate Tender | 15.20 |
| 28310 - Lifeguard | 13.04 |
| 28350 - Park Attendant (Aide) | 17.01 |
| 28510 - Recreation Aide/Health | 12.41 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 20.28 |
| 28630 - Sports Official | 13.54 |
| 28690 - Swimming Pool Operator | 16.48 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 19.73 |
| 29020 - Hatch Tender | 19.73 |
| 29030 - Line Handler | 19.73 |
| 29041 - Stevedore I | 18.29 |
| 29042 - Stevedore II | 21.12 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.29 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.78 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.59 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 16.67 |
| 30022 - Archeological Technician II | 18.65 |
| 30023 - Archeological Technician III | 23.10 |
| 30030 - Cartographic Technician | 23.10 |
| 30040 - Civil Engineering Technician | 22.40 |
| 30051 - Cryogenic Technician I | 25.58 |
| 30052 - Cryogenic Technician II | 28.26 |
| 30061 - Drafter/CAD Operator I | 16.67 |
| 30062 - Drafter/CAD Operator II | 18.65 |
| 30063 - Drafter/CAD Operator III | 20.79 |
| 30064 - Drafter/CAD Operator IV | 25.58 |
| 30081 - Engineering Technician I | 17.14 |
| 30082 - Engineering Technician II | 18.54 |
| 30083 - Engineering Technician III | 21.52 |
| 30084 - Engineering Technician IV | 25.66 |
| 30085 - Engineering Technician V | 30.95 |
| 30086 - Engineering Technician VI | 37.45 |
| 30090 - Environmental Technician | 23.10 |
| 30095 - Evidence Control Specialist | 23.10 |
| 30210 - Laboratory Technician | 20.79 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 25.58 |
| 30222 - Latent Fingerprint Technician II | 28.26 |
| 30240 - Mathematical Technician | 23.10 |
| 30361 - Paralegal/Legal Assistant I | 18.81 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.20 |
| 30364 - Paralegal/Legal Assistant IV | 33.01 |
| 30375 - Petroleum Supply Specialist | 28.26 |
| 30390 - Photo-Optics Technician | 23.10 |
| 30395 - Radiation Control Technician | 28.26 |
| 30461 - Technical Writer I | 23.10 |
| 30462 - Technical Writer II | 28.26 |
| 30463 - Technical Writer III | 34.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 25.58 |
| 30502 - Weather Forecaster II | 31.12 |
| 30620 - Weather Observer Combined (see 2) | 20.79 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 23.38 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.42 |
| 31030 - Bus Driver | 18.07 |
| 31043 - Driver Courier | 14.52 |
| 31260 - Parking and Lot Attendant | 11.05 |
| 31290 - Shuttle Bus Driver | 13.89 |
| 31310 - Taxi Driver | 11.69 |
| 31361 - Truckdriver Light | 15.28 |
| 31362 - Truckdriver Medium | 16.54 |
| 31363 - Truckdriver Heavy | 20.14 |
| 31364 - Truckdriver Tractor-Trailer | 20.14 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.13 |
| 99050 - Desk Clerk | 12.05 |
| 99095 - Embalmer | 25.60 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 14.28 |
| I | |
| 99252 - Laboratory Animal Caretaker | 15.59 |
| II | |
| 99260 - Marketing Analyst | 26.19 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 15.79 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 15.86 |
| 99711 - Recycling Specialist | 19.43 |
| 99730 - Refuse Collector | 14.12 |
| 99810 - Sales Clerk | 11.81 |
| 99820 - School Crossing Guard | 13.39 |
| 99830 - Survey Party Chief | 19.49 |
| 99831 - Surveying Aide | 12.77 |
| 99832 - Surveying Technician | 17.49 |
| 99840 - Vending Machine Attendant | 18.24 |
| 99841 - Vending Machine Repairer | 23.38 |
| 99842 - Vending Machine Repairer | 18.24 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4641

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4641
Revision No.: 15
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Carter Unicoi Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.83 |
| 01012 - Accounting Clerk II | | 16.64 |
| 01013 - Accounting Clerk III | | 18.62 |
| 01020 - Administrative Assistant | | 23.03 |
| 01035 - Court Reporter | | 17.70 |
| 01041 - Customer Service Representative I | | 13.09 |
| 01042 - Customer Service Representative II | | 14.28 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 16.03 |
| 01051 - Data Entry Operator I | 12.46 |
| 01052 - Data Entry Operator II | 13.59 |
| 01060 - Dispatcher Motor Vehicle | 17.46 |
| 01070 - Document Preparation Clerk | 14.34 |
| 01090 - Duplicating Machine Operator | 14.34 |
| 01111 - General Clerk I | 13.28 |
| 01112 - General Clerk II | 14.49 |
| 01113 - General Clerk III | 16.27 |
| 01120 - Housing Referral Assistant | 19.34 |
| 01141 - Messenger Courier | 14.46 |
| 01191 - Order Clerk I | 15.74 |
| 01192 - Order Clerk II | 17.17 |
| 01261 - Personnel Assistant (Employment) I | 16.38 |
| 01262 - Personnel Assistant (Employment) II | 18.33 |
| 01263 - Personnel Assistant (Employment) III | 20.44 |
| 01270 - Production Control Clerk | 22.63 |
| 01290 - Rental Clerk | 11.22 |
| 01300 - Scheduler Maintenance | 15.52 |
| 01311 - Secretary I | 15.52 |
| 01312 - Secretary II | 17.70 |
| 01313 - Secretary III | 19.34 |
| 01320 - Service Order Dispatcher | 12.43 |
| 01410 - Supply Technician | 23.03 |
| 01420 - Survey Worker | 14.71 |
| 01460 - Switchboard Operator/Receptionist | 12.43 |
| 01531 - Travel Clerk I | 13.26 |
| 01532 - Travel Clerk II | 14.19 |
| 01533 - Travel Clerk III | 15.06 |
| 01611 - Word Processor I | 13.82 |
| 01612 - Word Processor II | 15.82 |
| 01613 - Word Processor III | 17.70 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 19.06 |
| Fiberglass | |
| 05010 - Automotive Electrician | 18.99 |
| 05040 - Automotive Glass Installer | 17.97 |
| 05070 - Automotive Worker | 17.97 |
| 05110 - Mobile Equipment Servicer | 15.91 |
| 05130 - Motor Equipment Metal | 19.98 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.97 |
| 05190 - Motor Vehicle Mechanic | 19.98 |
| 05220 - Motor Vehicle Mechanic Helper | 14.88 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 16.92 |
| 05280 - Motor Vehicle Wrecker | 17.97 |
| 05310 - Painter Automotive | 18.99 |
| 05340 - Radiator Repair Specialist | 17.97 |
| 05370 - Tire Repairer | 15.13 |
| 05400 - Transmission Repair Specialist | 19.98 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.04 |
| 07041 - Cook I | 12.11 |
| 07042 - Cook II | 13.67 |
| 07070 - Dishwasher | 9.10 |
| 07130 - Food Service Worker | 11.50 |
| 07210 - Meat Cutter | 16.98 |
| 07260 - Waiter/Waitress | 9.27 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.41 |
| 09040 - Furniture Handler | 12.26 |
| 09080 - Furniture Refinisher | 18.41 |
| 09090 - Furniture Refinisher Helper | 14.42 |
| 09110 - Furniture Repairer Minor | 16.41 |
| 09130 - Upholsterer | 18.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 10.75 |
| 11060 - Elevator Operator | 11.63 |
| 11090 - Gardener | 17.70 |
| 11122 - Housekeeping Aide | 11.63 |
| 11150 - Janitor | 11.63 |
| 11210 - Laborer Grounds Maintenance | 14.07 |
| 11240 - Maid or Houseman | 10.32 |
| 11260 - Pruner | 12.91 |
| 11270 - Tractor Operator | 16.55 |
| 11330 - Trail Maintenance Worker | 14.07 |
| 11360 - Window Cleaner | 12.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.77 |
| 12011 - Breath Alcohol Technician | 19.49 |
| 12012 - Certified Occupational Therapist Assistant | 31.69 |
| 12015 - Certified Physical Therapist Assistant | 27.08 |
| 12020 - Dental Assistant | 21.10 |
| 12025 - Dental Hygienist | 33.86 |
| 12030 - EKG Technician | 27.84 |
| 12035 - Electroneurodiagnostic Technologist | 27.84 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 18.77 |
| 12071 - Licensed Practical Nurse I | 16.43 |
| 12072 - Licensed Practical Nurse II | 18.37 |
| 12073 - Licensed Practical Nurse III | 20.48 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 22.55 |
| Technician | |
| 12160 - Medical Record Clerk | 16.21 |
| 12190 - Medical Record Technician | 18.14 |
| 12195 - Medical Transcriptionist | 16.40 |
| 12210 - Nuclear Medicine Technologist | 40.37 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.83 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 19.32 |
| 12236 - Optical Technician | 16.43 |
| 12250 - Pharmacy Technician | 14.88 |
| 12280 - Phlebotomist | 14.13 |
| 12305 - Radiologic Technologist | 25.94 |
| 12311 - Registered Nurse I | 24.26 |
| 12312 - Registered Nurse II | 29.67 |
| 12313 - Registered Nurse II | 29.67 |
| Specialist | |
| 12314 - Registered Nurse III | 35.91 |
| 12315 - Registered Nurse III | 35.91 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 43.03 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.15 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 21.19 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 18.66 |
| 13012 - Exhibits Specialist II | 23.12 |
| 13013 - Exhibits Specialist III | 28.28 |
| 13041 - Illustrator I | 18.66 |
| 13042 - Illustrator II | 23.12 |
| 13043 - Illustrator III | 28.28 |
| 13047 - Librarian | 25.60 |
| 13050 - Library Aide/Clerk | 14.00 |
| 13054 - Library Information Technology Systems Administrator | 23.12 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 18.66 |
| 13061 - Media Specialist I | 16.69 |
| 13062 - Media Specialist II | 18.66 |
| 13063 - Media Specialist III | 20.80 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.69 |
| 13072 - Photographer II | 18.66 |
| 13073 - Photographer III | 23.12 |
| 13074 - Photographer IV | 28.28 |
| 13075 - Photographer V | 34.22 |
| 13090 - Technical Order Library | 17.59 |
| Clerk | |
| 13110 - Video Teleconference | 18.52 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 17.52 |
| 14042 - Computer Operator II | 19.60 |
| 14043 - Computer Operator III | 21.85 |
| 14044 - Computer Operator IV | 24.28 |
| 14045 - Computer Operator V | 25.08 |
| 14071 - Computer Programmer I | (see 1) 20.43 |
| 14072 - Computer Programmer II | (see 1) 25.31 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 17.52 |
| Operator | |
| 14160 - Personal Computer Support | 24.28 |
| Technician | |
| 14170 - System Support Specialist | 28.59 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.83 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.87 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 40.16 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 28.83 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 32.37 |
| 15070 - Flight Instructor (Pilot) | 40.16 |
| 15080 - Graphic Artist | 20.24 |
| 15085 - Maintenance Test Pilot Fixed | 41.80 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 41.80 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 41.80 |
| Pilot | |
| 15090 - Technical Instructor | 20.94 |
| 15095 - Technical Instructor/Course | 25.56 |
| Developer | |
| 15110 - Test Proctor | 16.91 |

| | |
|--|-------|
| 15120 - Tutor | 16.91 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.21 |
| 16030 - Counter Attendant | 10.21 |
| 16040 - Dry Cleaner | 12.61 |
| 16070 - Finisher Flatwork Machine | 10.21 |
| 16090 - Presser Hand | 10.21 |
| 16110 - Presser Machine Drycleaning | 10.21 |
| 16130 - Presser Machine Shirts | 10.21 |
| 16160 - Presser Machine Wearing | 10.21 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 13.31 |
| 16220 - Tailor | 14.17 |
| 16250 - Washer Machine | 11.04 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.93 |
| 19040 - Tool And Die Maker | 21.81 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.68 |
| 21030 - Material Coordinator | 22.63 |
| 21040 - Material Expediter | 22.63 |
| 21050 - Material Handling Laborer | 13.16 |
| 21071 - Order Filler | 12.07 |
| 21080 - Production Line Worker (Food Processing) | 16.68 |
| 21110 - Shipping Packer | 14.14 |
| 21130 - Shipping/Receiving Clerk | 14.14 |
| 21140 - Store Worker I | 12.16 |
| 21150 - Stock Clerk | 15.87 |
| 21210 - Tools And Parts Attendant | 16.68 |
| 21410 - Warehouse Specialist | 16.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.51 |
| 23019 - Aircraft Logs and Records Technician | 18.11 |
| 23021 - Aircraft Mechanic I | 21.38 |
| 23022 - Aircraft Mechanic II | 22.51 |
| 23023 - Aircraft Mechanic III | 23.63 |
| 23040 - Aircraft Mechanic Helper | 15.92 |
| 23050 - Aircraft Painter | 20.32 |
| 23060 - Aircraft Servicer | 18.11 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.32 |
| 23080 - Aircraft Worker | 19.23 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.23 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 21.38 |
| 23110 - Appliance Mechanic | 20.32 |
| 23120 - Bicycle Repairer | 17.02 |
| 23125 - Cable Splicer | 36.28 |
| 23130 - Carpenter Maintenance | 17.73 |
| 23140 - Carpet Layer | 19.23 |
| 23160 - Electrician Maintenance | 19.43 |
| 23181 - Electronics Technician Maintenance I | 21.56 |
| 23182 - Electronics Technician Maintenance II | 23.54 |
| 23183 - Electronics Technician Maintenance III | 24.71 |
| 23260 - Fabric Worker | 18.11 |
| 23290 - Fire Alarm System Mechanic | 21.38 |
| 23310 - Fire Extinguisher Repairer | 17.02 |
| 23311 - Fuel Distribution System Mechanic | 21.38 |
| 23312 - Fuel Distribution System Operator | 17.02 |
| 23370 - General Maintenance Worker | 17.17 |
| 23380 - Ground Support Equipment Mechanic | 21.38 |
| 23381 - Ground Support Equipment Servicer | 18.11 |
| 23382 - Ground Support Equipment Worker | 19.23 |
| 23391 - Gunsmith I | 17.02 |
| 23392 - Gunsmith II | 19.23 |
| 23393 - Gunsmith III | 21.38 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 20.79 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.07 |
| 23430 - Heavy Equipment Mechanic | 24.02 |
| 23440 - Heavy Equipment Operator | 17.29 |
| 23460 - Instrument Mechanic | 21.38 |
| 23465 - Laboratory/Shelter Mechanic | 20.32 |
| 23470 - Laborer | 13.16 |
| 23510 - Locksmith | 20.32 |
| 23530 - Machinery Maintenance Mechanic | 26.57 |
| 23550 - Machinist Maintenance | 20.66 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 12.26 |
| 23591 - Metrology Technician I | 21.38 |
| 23592 - Metrology Technician II | 22.51 |
| 23593 - Metrology Technician III | 23.63 |
| 23640 - Millwright | 22.78 |
| 23710 - Office Appliance Repairer | 17.11 |
| 23760 - Painter Maintenance | 16.25 |
| 23790 - Pipefitter Maintenance | 21.29 |
| 23810 - Plumber Maintenance | 20.23 |
| 23820 - Pneudraulic Systems Mechanic | 21.38 |
| 23850 - Rigger | 21.38 |
| 23870 - Scale Mechanic | 19.23 |
| 23890 - Sheet-Metal Worker | 21.31 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 15.41 |
| 23931 - Telecommunications Mechanic | 26.05 |
| I | |
| 23932 - Telecommunications Mechanic | 27.24 |
| II | |
| 23950 - Telephone Lineman | 25.42 |
| 23960 - Welder Combination | 18.46 |
| Maintenance | |
| 23965 - Well Driller | 21.38 |
| 23970 - Woodcraft Worker | 21.38 |
| 23980 - Woodworker | 17.02 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 15.16 |
| 24570 - Child Care Attendant | 9.70 |
| 24580 - Child Care Center Clerk | 12.09 |
| 24610 - Chore Aide | 10.95 |
| 24620 - Family Readiness And Support | 15.16 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 15.16 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 21.38 |
| 25040 - Sewage Plant Operator | 17.67 |
| 25070 - Stationary Engineer | 21.38 |
| 25190 - Ventilation Equipment Tender | 15.92 |
| 25210 - Water Treatment Plant | 17.67 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.71 |
| 27007 - Baggage Inspector | 14.05 |
| 27008 - Corrections Officer | 17.49 |
| 27010 - Court Security Officer | 18.67 |
| 27030 - Detection Dog Handler | 15.71 |
| 27040 - Detention Officer | 17.49 |
| 27070 - Firefighter | 18.07 |

| | |
|--|-------|
| 27101 - Guard I | 14.05 |
| 27102 - Guard II | 15.71 |
| 27131 - Police Officer I | 19.60 |
| 27132 - Police Officer II | 21.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.83 |
| 28042 - Carnival Equipment Repairer | 12.66 |
| 28043 - Carnival Worker | 9.29 |
| 28210 - Gate Attendant/Gate Tender | 16.65 |
| 28310 - Lifeguard | 13.55 |
| 28350 - Park Attendant (Aide) | 18.61 |
| 28510 - Recreation Aide/Health | 13.58 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 23.06 |
| 28630 - Sports Official | 14.82 |
| 28690 - Swimming Pool Operator | 16.50 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 19.23 |
| 29020 - Hatch Tender | 19.23 |
| 29030 - Line Handler | 19.23 |
| 29041 - Stevedore I | 18.11 |
| 29042 - Stevedore II | 20.32 |
| 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 | 18.48 |
| 30022 - Archeological Technician II | 21.10 |
| 30023 - Archeological Technician III | 25.64 |
| 30030 - Cartographic Technician | 25.42 |
| 30040 - Civil Engineering Technician | 22.73 |
| 30051 - Cryogenic Technician I | 27.70 |
| 30052 - Cryogenic Technician II | 30.60 |
| 30061 - Drafter/CAD Operator I | 18.48 |
| 30062 - Drafter/CAD Operator II | 21.10 |
| 30063 - Drafter/CAD Operator III | 23.79 |
| 30064 - Drafter/CAD Operator IV | 27.72 |
| 30081 - Engineering Technician I | 16.20 |
| 30082 - Engineering Technician II | 18.19 |
| 30083 - Engineering Technician III | 20.34 |
| 30084 - Engineering Technician IV | 25.20 |
| 30085 - Engineering Technician V | 30.83 |
| 30086 - Engineering Technician VI | 37.31 |
| 30090 - Environmental Technician | 25.02 |
| 30095 - Evidence Control Specialist | 25.00 |
| 30210 - Laboratory Technician | 25.18 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 27.70 |
| 30222 - Latent Fingerprint Technician II | 30.60 |
| 30240 - Mathematical Technician | 25.42 |
| 30361 - Paralegal/Legal Assistant I | 19.72 |
| 30362 - Paralegal/Legal Assistant II | 24.43 |
| 30363 - Paralegal/Legal Assistant III | 29.88 |
| 30364 - Paralegal/Legal Assistant IV | 36.16 |
| 30375 - Petroleum Supply Specialist | 30.60 |
| 30390 - Photo-Optics Technician | 25.42 |
| 30395 - Radiation Control Technician | 30.60 |
| 30461 - Technical Writer I | 25.02 |
| 30462 - Technical Writer II | 30.87 |
| 30463 - Technical Writer III | 37.02 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 27.70 |
| 30502 - Weather Forecaster II | 33.69 |
| 30620 - Weather Observer Combined (see 2) | 23.79 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 25.02 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 13.03 |
| 31030 - Bus Driver | 18.51 |
| 31043 - Driver Courier | 16.13 |
| 31260 - Parking and Lot Attendant | 12.69 |
| 31290 - Shuttle Bus Driver | 17.25 |
| 31310 - Taxi Driver | 14.33 |
| 31361 - Truckdriver Light | 17.25 |
| 31362 - Truckdriver Medium | 18.35 |
| 31363 - Truckdriver Heavy | 20.69 |
| 31364 - Truckdriver Tractor-Trailer | 20.69 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.58 |
| 99050 - Desk Clerk | 10.20 |
| 99095 - Embalmer | 25.60 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 12.30 |
| I | |
| 99252 - Laboratory Animal Caretaker | 13.16 |
| II | |
| 99260 - Marketing Analyst | 24.99 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 19.43 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 16.51 |
| 99711 - Recycling Specialist | 19.43 |
| 99730 - Refuse Collector | 15.15 |
| 99810 - Sales Clerk | 11.67 |
| 99820 - School Crossing Guard | 13.32 |
| 99830 - Survey Party Chief | 20.97 |
| 99831 - Surveying Aide | 13.60 |
| 99832 - Surveying Technician | 18.57 |
| 99840 - Vending Machine Attendant | 17.08 |
| 99841 - Vending Machine Repairer | 20.63 |
| 99842 - Vending Machine Repairer | 17.08 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4643

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4643
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Anderson Blount Campbell Grainger Knox Loudon
Morgan Roane Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.74 |
| 01012 - Accounting Clerk II | | 16.56 |
| 01013 - Accounting Clerk III | | 18.52 |
| 01020 - Administrative Assistant | | 25.69 |
| 01035 - Court Reporter | | 18.71 |
| 01041 - Customer Service Representative I | | 12.86 |
| 01042 - Customer Service Representative II | | 14.39 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.76 |
| 01051 - Data Entry Operator I | 15.56 |
| 01052 - Data Entry Operator II | 16.97 |
| 01060 - Dispatcher Motor Vehicle | 17.52 |
| 01070 - Document Preparation Clerk | 14.05 |
| 01090 - Duplicating Machine Operator | 14.05 |
| 01111 - General Clerk I | 13.45 |
| 01112 - General Clerk II | 14.67 |
| 01113 - General Clerk III | 16.47 |
| 01120 - Housing Referral Assistant | 20.86 |
| 01141 - Messenger Courier | 14.17 |
| 01191 - Order Clerk I | 14.36 |
| 01192 - Order Clerk II | 16.52 |
| 01261 - Personnel Assistant (Employment) I | 16.75 |
| 01262 - Personnel Assistant (Employment) II | 18.73 |
| 01263 - Personnel Assistant (Employment) III | 20.88 |
| 01270 - Production Control Clerk | 24.30 |
| 01290 - Rental Clerk | 13.21 |
| 01300 - Scheduler Maintenance | 16.72 |
| 01311 - Secretary I | 16.72 |
| 01312 - Secretary II | 18.71 |
| 01313 - Secretary III | 20.86 |
| 01320 - Service Order Dispatcher | 17.05 |
| 01410 - Supply Technician | 25.69 |
| 01420 - Survey Worker | 17.19 |
| 01460 - Switchboard Operator/Receptionist | 13.70 |
| 01531 - Travel Clerk I | 19.01 |
| 01532 - Travel Clerk II | 20.23 |
| 01533 - Travel Clerk III | 21.79 |
| 01611 - Word Processor I | 14.90 |
| 01612 - Word Processor II | 16.72 |
| 01613 - Word Processor III | 18.71 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 19.72 |
| Fiberglass | |
| 05010 - Automotive Electrician | 18.28 |
| 05040 - Automotive Glass Installer | 17.38 |
| 05070 - Automotive Worker | 17.38 |
| 05110 - Mobile Equipment Servicer | 15.39 |
| 05130 - Motor Equipment Metal | 19.26 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.38 |
| 05190 - Motor Vehicle Mechanic | 19.26 |
| 05220 - Motor Vehicle Mechanic Helper | 14.43 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 16.32 |
| 05280 - Motor Vehicle Wrecker | 17.38 |
| 05310 - Painter Automotive | 18.28 |
| 05340 - Radiator Repair Specialist | 17.38 |
| 05370 - Tire Repairer | 14.67 |
| 05400 - Transmission Repair Specialist | 19.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.92 |
| 07041 - Cook I | 12.93 |
| 07042 - Cook II | 14.61 |
| 07070 - Dishwasher | 10.64 |
| 07130 - Food Service Worker | 10.12 |
| 07210 - Meat Cutter | 14.89 |
| 07260 - Waiter/Waitress | 8.90 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.60 |
| 09040 - Furniture Handler | 13.04 |
| 09080 - Furniture Refinisher | 18.73 |
| 09090 - Furniture Refinisher Helper | 15.14 |
| 09110 - Furniture Repairer Minor | 16.85 |
| 09130 - Upholsterer | 18.73 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 12.20 |
| 11060 - Elevator Operator | 12.00 |
| 11090 - Gardener | 16.29 |
| 11122 - Housekeeping Aide | 12.00 |
| 11150 - Janitor | 12.00 |
| 11210 - Laborer Grounds Maintenance | 12.91 |
| 11240 - Maid or Houseman | 9.54 |
| 11260 - Pruner | 11.71 |
| 11270 - Tractor Operator | 15.27 |
| 11330 - Trail Maintenance Worker | 12.91 |
| 11360 - Window Cleaner | 13.23 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.54 |
| 12011 - Breath Alcohol Technician | 17.86 |
| 12012 - Certified Occupational Therapist Assistant | 30.12 |
| 12015 - Certified Physical Therapist Assistant | 27.55 |
| 12020 - Dental Assistant | 18.79 |
| 12025 - Dental Hygienist | 37.35 |
| 12030 - EKG Technician | 24.08 |
| 12035 - Electroneurodiagnostic Technologist | 24.08 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 16.12 |
| 12072 - Licensed Practical Nurse II | 18.04 |
| 12073 - Licensed Practical Nurse III | 20.10 |
| 12100 - Medical Assistant | 15.48 |
| 12130 - Medical Laboratory Technician | 22.22 |
| Technician | |
| 12160 - Medical Record Clerk | 16.95 |
| 12190 - Medical Record Technician | 18.97 |
| 12195 - Medical Transcriptionist | 16.96 |
| 12210 - Nuclear Medicine | 32.71 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.51 |
| 12222 - Nursing Assistant II | 12.95 |
| 12223 - Nursing Assistant III | 14.13 |
| 12224 - Nursing Assistant IV | 15.86 |
| 12235 - Optical Dispenser | 21.44 |
| 12236 - Optical Technician | 15.08 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 16.89 |
| 12305 - Radiologic Technologist | 23.90 |
| 12311 - Registered Nurse I | 22.99 |
| 12312 - Registered Nurse II | 28.12 |
| 12313 - Registered Nurse II | 28.12 |
| Specialist | |
| 12314 - Registered Nurse III | 34.03 |
| 12315 - Registered Nurse III | 34.03 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 40.78 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.13 |
| Testing) | |
| 12320 - Substance Abuse Treatment | 18.59 |
| Counselor | |
| 13000 - Information And Arts | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.27 |
| 13012 - Exhibits Specialist II | 23.87 |
| 13013 - Exhibits Specialist III | 29.19 |
| 13041 - Illustrator I | 19.27 |
| 13042 - Illustrator II | 23.87 |
| 13043 - Illustrator III | 29.19 |
| 13047 - Librarian | 26.43 |
| 13050 - Library Aide/Clerk | 14.37 |
| 13054 - Library Information | 23.87 |
| Technology Systems | |
| Administrator | |
| 13058 - Library Technician | 16.46 |
| 13061 - Media Specialist I | 17.23 |
| 13062 - Media Specialist II | 19.27 |
| 13063 - Media Specialist III | 21.48 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 16.74 |
| 13072 - Photographer II | 18.74 |
| 13073 - Photographer III | 23.20 |
| 13074 - Photographer IV | 28.38 |
| 13075 - Photographer V | 34.34 |
| 13090 - Technical Order Library | 18.04 |
| Clerk | |
| 13110 - Video Teleconference | 23.52 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 16.32 |
| 14042 - Computer Operator II | 18.25 |
| 14043 - Computer Operator III | 20.34 |
| 14044 - Computer Operator IV | 22.60 |
| 14045 - Computer Operator V | 25.03 |
| 14071 - Computer Programmer I | (see 1) 22.54 |
| 14072 - Computer Programmer II | (see 1) 25.40 |
| 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 | 16.32 |
| Operator | |
| 14160 - Personal Computer Support | 22.60 |
| Technician | |
| 14170 - System Support Specialist | 27.12 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 29.56 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 35.77 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 42.87 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 29.56 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 30.83 |
| 15070 - Flight Instructor (Pilot) | 42.87 |
| 15080 - Graphic Artist | 22.66 |
| 15085 - Maintenance Test Pilot Fixed | 42.87 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 42.87 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 42.87 |
| Pilot | |
| 15090 - Technical Instructor | 21.69 |
| 15095 - Technical Instructor/Course | 26.53 |
| Developer | |
| 15110 - Test Proctor | 17.51 |

| | |
|--|-------|
| 15120 - Tutor | 17.51 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 11.39 |
| 16030 - Counter Attendant | 11.39 |
| 16040 - Dry Cleaner | 13.67 |
| 16070 - Finisher Flatwork Machine | 11.39 |
| 16090 - Presser Hand | 11.39 |
| 16110 - Presser Machine Drycleaning | 11.39 |
| 16130 - Presser Machine Shirts | 11.39 |
| 16160 - Presser Machine Wearing | 11.39 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 14.63 |
| 16220 - Tailor | 15.59 |
| 16250 - Washer Machine | 11.93 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.51 |
| 19040 - Tool And Die Maker | 26.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.12 |
| 21030 - Material Coordinator | 24.30 |
| 21040 - Material Expediter | 24.30 |
| 21050 - Material Handling Laborer | 14.50 |
| 21071 - Order Filler | 12.57 |
| 21080 - Production Line Worker (Food Processing) | 16.12 |
| 21110 - Shipping Packer | 15.44 |
| 21130 - Shipping/Receiving Clerk | 15.44 |
| 21140 - Store Worker I | 13.37 |
| 21150 - Stock Clerk | 18.09 |
| 21210 - Tools And Parts Attendant | 16.12 |
| 21410 - Warehouse Specialist | 16.12 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.58 |
| 23019 - Aircraft Logs and Records Technician | 22.97 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 28.58 |
| 23023 - Aircraft Mechanic III | 30.08 |
| 23040 - Aircraft Mechanic Helper | 20.30 |
| 23050 - Aircraft Painter | 25.72 |
| 23060 - Aircraft Servicer | 22.97 |
| 23070 - Aircraft Survival Flight Equipment Technician | 25.72 |
| 23080 - Aircraft Worker | 24.46 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 24.46 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 27.11 |
| 23110 - Appliance Mechanic | 20.15 |
| 23120 - Bicycle Repairer | 18.75 |
| 23125 - Cable Splicer | 38.11 |
| 23130 - Carpenter Maintenance | 20.48 |
| 23140 - Carpet Layer | 21.18 |
| 23160 - Electrician Maintenance | 25.48 |
| 23181 - Electronics Technician Maintenance I | 24.34 |
| 23182 - Electronics Technician Maintenance II | 25.59 |
| 23183 - Electronics Technician Maintenance III | 26.97 |
| 23260 - Fabric Worker | 19.89 |
| 23290 - Fire Alarm System Mechanic | 23.13 |
| 23310 - Fire Extinguisher Repairer | 18.75 |
| 23311 - Fuel Distribution System Mechanic | 25.61 |
| 23312 - Fuel Distribution System Operator | 20.45 |
| 23370 - General Maintenance Worker | 17.94 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 22.97 |
| 23382 - Ground Support Equipment Worker | 24.46 |
| 23391 - Gunsmith I | 18.75 |
| 23392 - Gunsmith II | 21.18 |
| 23393 - Gunsmith III | 23.47 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 20.94 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 22.05 |
| 23430 - Heavy Equipment Mechanic | 23.81 |
| 23440 - Heavy Equipment Operator | 19.53 |
| 23460 - Instrument Mechanic | 27.34 |
| 23465 - Laboratory/Shelter Mechanic | 22.27 |
| 23470 - Laborer | 14.50 |
| 23510 - Locksmith | 22.27 |
| 23530 - Machinery Maintenance Mechanic | 25.67 |
| 23550 - Machinist Maintenance | 24.16 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 14.98 |
| 23591 - Metrology Technician I | 27.34 |
| 23592 - Metrology Technician II | 28.82 |
| 23593 - Metrology Technician III | 30.34 |
| 23640 - Millwright | 24.75 |
| 23710 - Office Appliance Repairer | 19.67 |
| 23760 - Painter Maintenance | 17.32 |
| 23790 - Pipefitter Maintenance | 22.61 |
| 23810 - Plumber Maintenance | 21.45 |
| 23820 - Pneudraulic Systems Mechanic | 23.47 |
| 23850 - Rigger | 23.24 |
| 23870 - Scale Mechanic | 21.18 |
| 23890 - Sheet-Metal Worker | 23.61 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 16.46 |
| 23931 - Telecommunications Mechanic | 29.66 |
| I | |
| 23932 - Telecommunications Mechanic | 31.11 |
| II | |
| 23950 - Telephone Lineman | 24.21 |
| 23960 - Welder Combination | 21.17 |
| Maintenance | |
| 23965 - Well Driller | 23.26 |
| 23970 - Woodcraft Worker | 23.47 |
| 23980 - Woodworker | 18.75 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 14.70 |
| 24570 - Child Care Attendant | 10.10 |
| 24580 - Child Care Center Clerk | 12.59 |
| 24610 - Chore Aide | 11.08 |
| 24620 - Family Readiness And Support | 14.70 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 14.87 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 30.95 |
| 25040 - Sewage Plant Operator | 22.40 |
| 25070 - Stationary Engineer | 30.95 |
| 25190 - Ventilation Equipment Tender | 22.34 |
| 25210 - Water Treatment Plant | 22.40 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.88 |
| 27007 - Baggage Inspector | 14.61 |
| 27008 - Corrections Officer | 17.58 |
| 27010 - Court Security Officer | 19.42 |
| 27030 - Detection Dog Handler | 16.85 |
| 27040 - Detention Officer | 17.58 |
| 27070 - Firefighter | 21.71 |

| | |
|--|-------|
| 27101 - Guard I | 14.61 |
| 27102 - Guard II | 16.85 |
| 27131 - Police Officer I | 20.06 |
| 27132 - Police Officer II | 22.30 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.27 |
| 28042 - Carnival Equipment Repairer | 14.15 |
| 28043 - Carnival Worker | 10.17 |
| 28210 - Gate Attendant/Gate Tender | 13.94 |
| 28310 - Lifeguard | 11.12 |
| 28350 - Park Attendant (Aide) | 15.60 |
| 28510 - Recreation Aide/Health | 11.38 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 19.32 |
| 28630 - Sports Official | 12.42 |
| 28690 - Swimming Pool Operator | 16.24 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 25.33 |
| 29020 - Hatch Tender | 25.33 |
| 29030 - Line Handler | 25.33 |
| 29041 - Stevedore I | 23.78 |
| 29042 - Stevedore II | 26.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.29 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.78 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.59 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 17.11 |
| 30022 - Archeological Technician II | 18.96 |
| 30023 - Archeological Technician III | 23.49 |
| 30030 - Cartographic Technician | 23.50 |
| 30040 - Civil Engineering Technician | 22.23 |
| 30051 - Cryogenic Technician I | 26.01 |
| 30052 - Cryogenic Technician II | 28.73 |
| 30061 - Drafter/CAD Operator I | 16.95 |
| 30062 - Drafter/CAD Operator II | 18.96 |
| 30063 - Drafter/CAD Operator III | 21.13 |
| 30064 - Drafter/CAD Operator IV | 26.04 |
| 30081 - Engineering Technician I | 15.84 |
| 30082 - Engineering Technician II | 17.79 |
| 30083 - Engineering Technician III | 20.11 |
| 30084 - Engineering Technician IV | 24.92 |
| 30085 - Engineering Technician V | 30.15 |
| 30086 - Engineering Technician VI | 36.50 |
| 30090 - Environmental Technician | 27.73 |
| 30095 - Evidence Control Specialist | 23.49 |
| 30210 - Laboratory Technician | 23.91 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 24.78 |
| 30222 - Latent Fingerprint Technician II | 27.37 |
| 30240 - Mathematical Technician | 26.09 |
| 30361 - Paralegal/Legal Assistant I | 19.21 |
| 30362 - Paralegal/Legal Assistant II | 23.79 |
| 30363 - Paralegal/Legal Assistant III | 29.10 |
| 30364 - Paralegal/Legal Assistant IV | 35.21 |
| 30375 - Petroleum Supply Specialist | 28.73 |
| 30390 - Photo-Optics Technician | 23.49 |
| 30395 - Radiation Control Technician | 28.73 |
| 30461 - Technical Writer I | 24.52 |
| 30462 - Technical Writer II | 30.00 |
| 30463 - Technical Writer III | 36.30 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 26.01 |
| 30502 - Weather Forecaster II | 31.64 |
| 30620 - Weather Observer Combined (see 2) | 21.13 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 23.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.57 |
| 31030 - Bus Driver | 16.82 |
| 31043 - Driver Courier | 15.65 |
| 31260 - Parking and Lot Attendant | 10.56 |
| 31290 - Shuttle Bus Driver | 16.69 |
| 31310 - Taxi Driver | 11.23 |
| 31361 - Truckdriver Light | 16.69 |
| 31362 - Truckdriver Medium | 17.70 |
| 31363 - Truckdriver Heavy | 20.40 |
| 31364 - Truckdriver Tractor-Trailer | 20.40 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.58 |
| 99050 - Desk Clerk | 10.96 |
| 99095 - Embalmer | 25.37 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 11.14 |
| I | |
| 99252 - Laboratory Animal Caretaker | 13.06 |
| II | |
| 99260 - Marketing Analyst | 25.90 |
| 99310 - Mortician | 25.37 |
| 99410 - Pest Controller | 19.60 |
| 99510 - Photofinishing Worker | 14.54 |
| 99710 - Recycling Laborer | 15.32 |
| 99711 - Recycling Specialist | 18.12 |
| 99730 - Refuse Collector | 13.89 |
| 99810 - Sales Clerk | 11.89 |
| 99820 - School Crossing Guard | 14.72 |
| 99830 - Survey Party Chief | 24.92 |
| 99831 - Surveying Aide | 16.50 |
| 99832 - Surveying Technician | 22.65 |
| 99840 - Vending Machine Attendant | 16.92 |
| 99841 - Vending Machine Repairer | 20.38 |
| 99842 - Vending Machine Repairer | 16.92 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4645

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4645
Revision No.: 15
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Hamblen Jefferson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.63 |
| 01012 - Accounting Clerk II | | 16.43 |
| 01013 - Accounting Clerk III | | 18.37 |
| 01020 - Administrative Assistant | | 22.12 |
| 01035 - Court Reporter | | 17.34 |
| 01041 - Customer Service Representative I | | 12.85 |
| 01042 - Customer Service Representative II | | 14.44 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 15.75 |
| 01051 - Data Entry Operator I | 13.69 |
| 01052 - Data Entry Operator II | 14.94 |
| 01060 - Dispatcher Motor Vehicle | 21.42 |
| 01070 - Document Preparation Clerk | 13.82 |
| 01090 - Duplicating Machine Operator | 13.82 |
| 01111 - General Clerk I | 12.74 |
| 01112 - General Clerk II | 13.90 |
| 01113 - General Clerk III | 15.62 |
| 01120 - Housing Referral Assistant | 19.92 |
| 01141 - Messenger Courier | 11.54 |
| 01191 - Order Clerk I | 14.37 |
| 01192 - Order Clerk II | 15.69 |
| 01261 - Personnel Assistant (Employment) I | 15.51 |
| 01262 - Personnel Assistant (Employment) II | 17.36 |
| 01263 - Personnel Assistant (Employment) III | 19.35 |
| 01270 - Production Control Clerk | 20.08 |
| 01290 - Rental Clerk | 13.05 |
| 01300 - Scheduler Maintenance | 16.31 |
| 01311 - Secretary I | 16.31 |
| 01312 - Secretary II | 18.10 |
| 01313 - Secretary III | 19.92 |
| 01320 - Service Order Dispatcher | 19.14 |
| 01410 - Supply Technician | 22.12 |
| 01420 - Survey Worker | 17.36 |
| 01460 - Switchboard Operator/Receptionist | 12.08 |
| 01531 - Travel Clerk I | 13.26 |
| 01532 - Travel Clerk II | 14.19 |
| 01533 - Travel Clerk III | 15.06 |
| 01611 - Word Processor I | 13.82 |
| 01612 - Word Processor II | 15.51 |
| 01613 - Word Processor III | 17.36 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 19.72 |
| Fiberglass | |
| 05010 - Automotive Electrician | 16.03 |
| 05040 - Automotive Glass Installer | 15.26 |
| 05070 - Automotive Worker | 15.26 |
| 05110 - Mobile Equipment Servicer | 13.68 |
| 05130 - Motor Equipment Metal | 16.78 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 15.26 |
| 05190 - Motor Vehicle Mechanic | 16.55 |
| 05220 - Motor Vehicle Mechanic Helper | 13.06 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 14.47 |
| 05280 - Motor Vehicle Wrecker | 15.26 |
| 05310 - Painter Automotive | 18.18 |
| 05340 - Radiator Repair Specialist | 15.26 |
| 05370 - Tire Repairer | 13.03 |
| 05400 - Transmission Repair Specialist | 16.55 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.52 |
| 07041 - Cook I | 11.49 |
| 07042 - Cook II | 12.98 |
| 07070 - Dishwasher | 9.80 |
| 07130 - Food Service Worker | 10.11 |
| 07210 - Meat Cutter | 15.37 |
| 07260 - Waiter/Waitress | 9.56 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.36 |
| 09040 - Furniture Handler | 11.85 |
| 09080 - Furniture Refinisher | 17.03 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer Minor | 15.32 |
| 09130 - Upholsterer | 17.03 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 11.41 |
| 11060 - Elevator Operator | 12.68 |
| 11090 - Gardener | 18.79 |
| 11122 - Housekeeping Aide | 12.68 |
| 11150 - Janitor | 12.68 |
| 11210 - Laborer Grounds Maintenance | 14.89 |
| 11240 - Maid or Houseman | 9.46 |
| 11260 - Pruner | 14.23 |
| 11270 - Tractor Operator | 18.38 |
| 11330 - Trail Maintenance Worker | 14.89 |
| 11360 - Window Cleaner | 13.98 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.30 |
| 12011 - Breath Alcohol Technician | 18.30 |
| 12012 - Certified Occupational Therapist Assistant | 25.10 |
| 12015 - Certified Physical Therapist Assistant | 30.65 |
| 12020 - Dental Assistant | 18.49 |
| 12025 - Dental Hygienist | 28.73 |
| 12030 - EKG Technician | 27.73 |
| 12035 - Electroneurodiagnostic Technologist | 27.73 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 18.30 |
| 12071 - Licensed Practical Nurse I | 16.35 |
| 12072 - Licensed Practical Nurse II | 18.30 |
| 12073 - Licensed Practical Nurse III | 20.40 |
| 12100 - Medical Assistant | 14.24 |
| 12130 - Medical Laboratory Technician | 22.53 |
| Technician | |
| 12160 - Medical Record Clerk | 15.48 |
| 12190 - Medical Record Technician | 17.31 |
| 12195 - Medical Transcriptionist | 16.35 |
| 12210 - Nuclear Medicine Technologist | 40.21 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.70 |
| 12222 - Nursing Assistant II | 13.15 |
| 12223 - Nursing Assistant III | 14.35 |
| 12224 - Nursing Assistant IV | 16.11 |
| 12235 - Optical Dispenser | 17.71 |
| 12236 - Optical Technician | 16.35 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 16.35 |
| 12305 - Radiologic Technologist | 26.39 |
| 12311 - Registered Nurse I | 22.82 |
| 12312 - Registered Nurse II | 27.91 |
| 12313 - Registered Nurse II | 27.91 |
| Specialist | |
| 12314 - Registered Nurse III | 33.26 |
| 12315 - Registered Nurse III | 33.26 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 39.86 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.66 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 22.66 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 19.55 |
| 13012 - Exhibits Specialist II | 24.22 |
| 13013 - Exhibits Specialist III | 29.62 |
| 13041 - Illustrator I | 19.55 |
| 13042 - Illustrator II | 24.22 |
| 13043 - Illustrator III | 29.62 |
| 13047 - Librarian | 26.82 |
| 13050 - Library Aide/Clerk | 15.56 |
| 13054 - Library Information Technology Systems Administrator | 24.22 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 19.55 |
| 13061 - Media Specialist I | 17.48 |
| 13062 - Media Specialist II | 19.55 |
| 13063 - Media Specialist III | 21.79 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 17.48 |
| 13072 - Photographer II | 19.55 |
| 13073 - Photographer III | 24.22 |
| 13074 - Photographer IV | 29.62 |
| 13075 - Photographer V | 35.85 |
| 13090 - Technical Order Library | 19.55 |
| Clerk | |
| 13110 - Video Teleconference | 17.48 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 18.83 |
| 14042 - Computer Operator II | 21.08 |
| 14043 - Computer Operator III | 23.50 |
| 14044 - Computer Operator IV | 26.10 |
| 14045 - Computer Operator V | 28.91 |
| 14071 - Computer Programmer I | (see 1) 22.54 |
| 14072 - Computer Programmer II | (see 1) 25.40 |
| 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 | 18.83 |
| Operator | |
| 14160 - Personal Computer Support | 26.10 |
| Technician | |
| 14170 - System Support Specialist | 28.91 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 28.52 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 34.53 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 37.97 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 28.52 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 27.39 |
| 15070 - Flight Instructor (Pilot) | 37.97 |
| 15080 - Graphic Artist | 23.78 |
| 15085 - Maintenance Test Pilot Fixed | 37.97 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 37.97 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 37.97 |
| Pilot | |
| 15090 - Technical Instructor | 19.44 |
| 15095 - Technical Instructor/Course | 23.78 |
| Developer | |
| 15110 - Test Proctor | 15.69 |

| | |
|--|-------|
| 15120 - Tutor | 15.69 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 10.21 |
| 16030 - Counter Attendant | 10.21 |
| 16040 - Dry Cleaner | 12.61 |
| 16070 - Finisher Flatwork Machine | 10.21 |
| 16090 - Presser Hand | 10.21 |
| 16110 - Presser Machine Drycleaning | 10.21 |
| 16130 - Presser Machine Shirts | 10.21 |
| 16160 - Presser Machine Wearing | 10.21 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 13.31 |
| 16220 - Tailor | 14.17 |
| 16250 - Washer Machine | 11.04 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.47 |
| 19040 - Tool And Die Maker | 22.67 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.66 |
| 21030 - Material Coordinator | 20.08 |
| 21040 - Material Expediter | 20.08 |
| 21050 - Material Handling Laborer | 14.18 |
| 21071 - Order Filler | 11.61 |
| 21080 - Production Line Worker (Food Processing) | 15.66 |
| 21110 - Shipping Packer | 14.56 |
| 21130 - Shipping/Receiving Clerk | 14.56 |
| 21140 - Store Worker I | 13.37 |
| 21150 - Stock Clerk | 18.09 |
| 21210 - Tools And Parts Attendant | 15.66 |
| 21410 - Warehouse Specialist | 15.66 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.11 |
| 23019 - Aircraft Logs and Records Technician | 17.80 |
| 23021 - Aircraft Mechanic I | 21.01 |
| 23022 - Aircraft Mechanic II | 22.11 |
| 23023 - Aircraft Mechanic III | 23.22 |
| 23040 - Aircraft Mechanic Helper | 15.73 |
| 23050 - Aircraft Painter | 19.94 |
| 23060 - Aircraft Servicer | 17.80 |
| 23070 - Aircraft Survival Flight Equipment Technician | 19.94 |
| 23080 - Aircraft Worker | 18.96 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 18.96 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 21.01 |
| 23110 - Appliance Mechanic | 19.94 |
| 23120 - Bicycle Repairer | 16.78 |
| 23125 - Cable Splicer | 26.84 |
| 23130 - Carpenter Maintenance | 16.56 |
| 23140 - Carpet Layer | 18.96 |
| 23160 - Electrician Maintenance | 22.65 |
| 23181 - Electronics Technician Maintenance I | 19.62 |
| 23182 - Electronics Technician Maintenance II | 20.63 |
| 23183 - Electronics Technician Maintenance III | 21.72 |
| 23260 - Fabric Worker | 17.80 |
| 23290 - Fire Alarm System Mechanic | 21.01 |
| 23310 - Fire Extinguisher Repairer | 16.78 |
| 23311 - Fuel Distribution System Mechanic | 21.26 |
| 23312 - Fuel Distribution System Operator | 17.14 |
| 23370 - General Maintenance Worker | 18.00 |
| 23380 - Ground Support Equipment Mechanic | 21.01 |
| 23381 - Ground Support Equipment Servicer | 17.80 |
| 23382 - Ground Support Equipment Worker | 18.96 |
| 23391 - Gunsmith I | 16.78 |
| 23392 - Gunsmith II | 18.96 |
| 23393 - Gunsmith III | 21.01 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 19.62 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 20.54 |
| 23430 - Heavy Equipment Mechanic | 20.18 |
| 23440 - Heavy Equipment Operator | 19.52 |
| 23460 - Instrument Mechanic | 22.57 |
| 23465 - Laboratory/Shelter Mechanic | 19.94 |
| 23470 - Laborer | 14.18 |
| 23510 - Locksmith | 19.94 |
| 23530 - Machinery Maintenance Mechanic | 22.33 |
| 23550 - Machinist Maintenance | 20.02 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 15.12 |
| 23591 - Metrology Technician I | 22.57 |
| 23592 - Metrology Technician II | 23.62 |
| 23593 - Metrology Technician III | 24.64 |
| 23640 - Millwright | 21.01 |
| 23710 - Office Appliance Repairer | 19.94 |
| 23760 - Painter Maintenance | 19.94 |
| 23790 - Pipefitter Maintenance | 25.31 |
| 23810 - Plumber Maintenance | 24.02 |
| 23820 - Pneudraulic Systems Mechanic | 21.01 |
| 23850 - Rigger | 21.01 |
| 23870 - Scale Mechanic | 18.96 |
| 23890 - Sheet-Metal Worker | 20.78 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.21 |
| 23931 - Telecommunications Mechanic | 29.66 |
| I | |
| 23932 - Telecommunications Mechanic | 31.11 |
| II | |
| 23950 - Telephone Lineman | 22.01 |
| 23960 - Welder Combination | 19.69 |
| Maintenance | |
| 23965 - Well Driller | 21.01 |
| 23970 - Woodcraft Worker | 21.01 |
| 23980 - Woodworker | 16.78 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 14.19 |
| 24570 - Child Care Attendant | 9.61 |
| 24580 - Child Care Center Clerk | 11.97 |
| 24610 - Chore Aide | 10.84 |
| 24620 - Family Readiness And Support | 14.19 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 14.87 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 23.32 |
| 25040 - Sewage Plant Operator | 20.14 |
| 25070 - Stationary Engineer | 23.32 |
| 25190 - Ventilation Equipment Tender | 16.78 |
| 25210 - Water Treatment Plant | 20.14 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.00 |
| 27007 - Baggage Inspector | 14.30 |
| 27008 - Corrections Officer | 17.70 |
| 27010 - Court Security Officer | 17.70 |
| 27030 - Detection Dog Handler | 16.00 |
| 27040 - Detention Officer | 17.70 |
| 27070 - Firefighter | 17.33 |

| | |
|--|-------|
| 27101 - Guard I | 14.30 |
| 27102 - Guard II | 16.00 |
| 27131 - Police Officer I | 18.80 |
| 27132 - Police Officer II | 20.90 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.59 |
| 28042 - Carnival Equipment Repairer | 14.50 |
| 28043 - Carnival Worker | 10.42 |
| 28210 - Gate Attendant/Gate Tender | 13.05 |
| 28310 - Lifeguard | 12.23 |
| 28350 - Park Attendant (Aide) | 14.60 |
| 28510 - Recreation Aide/Health | 11.48 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 16.91 |
| 28630 - Sports Official | 11.63 |
| 28690 - Swimming Pool Operator | 21.56 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 18.96 |
| 29020 - Hatch Tender | 18.96 |
| 29030 - Line Handler | 18.96 |
| 29041 - Stevedore I | 17.80 |
| 29042 - Stevedore II | 19.94 |
| 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 | 17.74 |
| 30022 - Archeological Technician II | 19.85 |
| 30023 - Archeological Technician III | 24.59 |
| 30030 - Cartographic Technician | 24.59 |
| 30040 - Civil Engineering Technician | 24.59 |
| 30051 - Cryogenic Technician I | 27.24 |
| 30052 - Cryogenic Technician II | 30.08 |
| 30061 - Drafter/CAD Operator I | 17.74 |
| 30062 - Drafter/CAD Operator II | 19.85 |
| 30063 - Drafter/CAD Operator III | 22.13 |
| 30064 - Drafter/CAD Operator IV | 27.24 |
| 30081 - Engineering Technician I | 15.84 |
| 30082 - Engineering Technician II | 17.79 |
| 30083 - Engineering Technician III | 20.11 |
| 30084 - Engineering Technician IV | 24.92 |
| 30085 - Engineering Technician V | 30.15 |
| 30086 - Engineering Technician VI | 36.50 |
| 30090 - Environmental Technician | 27.69 |
| 30095 - Evidence Control Specialist | 24.59 |
| 30210 - Laboratory Technician | 22.13 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 27.24 |
| 30222 - Latent Fingerprint Technician II | 30.08 |
| 30240 - Mathematical Technician | 24.59 |
| 30361 - Paralegal/Legal Assistant I | 16.72 |
| 30362 - Paralegal/Legal Assistant II | 20.02 |
| 30363 - Paralegal/Legal Assistant III | 24.49 |
| 30364 - Paralegal/Legal Assistant IV | 29.63 |
| 30375 - Petroleum Supply Specialist | 30.08 |
| 30390 - Photo-Optics Technician | 24.59 |
| 30395 - Radiation Control Technician | 30.08 |
| 30461 - Technical Writer I | 24.59 |
| 30462 - Technical Writer II | 30.08 |
| 30463 - Technical Writer III | 36.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 27.24 |
| 30502 - Weather Forecaster II | 33.13 |
| 30620 - Weather Observer Combined (see 2) | 22.13 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 24.59 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 15.65 |
| 31030 - Bus Driver | 21.99 |
| 31043 - Driver Courier | 17.00 |
| 31260 - Parking and Lot Attendant | 15.08 |
| 31290 - Shuttle Bus Driver | 17.57 |
| 31310 - Taxi Driver | 16.31 |
| 31361 - Truckdriver Light | 18.13 |
| 31362 - Truckdriver Medium | 19.23 |
| 31363 - Truckdriver Heavy | 25.83 |
| 31364 - Truckdriver Tractor-Trailer | 25.83 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 10.26 |
| 99050 - Desk Clerk | 10.96 |
| 99095 - Embalmer | 25.60 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 12.70 |
| I | |
| 99252 - Laboratory Animal Caretaker | 13.55 |
| II | |
| 99260 - Marketing Analyst | 23.85 |
| 99310 - Mortician | 25.60 |
| 99410 - Pest Controller | 22.09 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 14.64 |
| 99711 - Recycling Specialist | 17.31 |
| 99730 - Refuse Collector | 13.25 |
| 99810 - Sales Clerk | 11.70 |
| 99820 - School Crossing Guard | 14.97 |
| 99830 - Survey Party Chief | 18.72 |
| 99831 - Surveying Aide | 12.40 |
| 99832 - Surveying Technician | 17.02 |
| 99840 - Vending Machine Attendant | 19.53 |
| 99841 - Vending Machine Repairer | 23.53 |
| 99842 - Vending Machine Repairer | 19.53 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard 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.: 2015-4647

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4647
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Cannon Cheatham Davidson Dickson Hickman
Macon Maury Robertson Rutherford Smith Sumner Trousdale Williamson
Wilson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.39 |
| 01012 - Accounting Clerk II | | 18.41 |
| 01013 - Accounting Clerk III | | 20.59 |
| 01020 - Administrative Assistant | | 27.87 |
| 01035 - Court Reporter | | 26.29 |
| 01041 - Customer Service Representative I | | 14.16 |

| | |
|--|-------|
| 01042 - Customer Service Representative II | 15.54 |
| 01043 - Customer Service Representative III | 17.36 |
| 01051 - Data Entry Operator I | 15.73 |
| 01052 - Data Entry Operator II | 17.17 |
| 01060 - Dispatcher Motor Vehicle | 17.97 |
| 01070 - Document Preparation Clerk | 17.25 |
| 01090 - Duplicating Machine Operator | 17.25 |
| 01111 - General Clerk I | 13.70 |
| 01112 - General Clerk II | 14.95 |
| 01113 - General Clerk III | 16.78 |
| 01120 - Housing Referral Assistant | 20.46 |
| 01141 - Messenger Courier | 15.40 |
| 01191 - Order Clerk I | 14.42 |
| 01192 - Order Clerk II | 15.74 |
| 01261 - Personnel Assistant (Employment) I | 17.02 |
| 01262 - Personnel Assistant (Employment) II | 19.03 |
| 01263 - Personnel Assistant (Employment) III | 21.21 |
| 01270 - Production Control Clerk | 22.25 |
| 01290 - Rental Clerk | 13.73 |
| 01300 - Scheduler Maintenance | 16.40 |
| 01311 - Secretary I | 16.40 |
| 01312 - Secretary II | 18.35 |
| 01313 - Secretary III | 20.46 |
| 01320 - Service Order Dispatcher | 16.06 |
| 01410 - Supply Technician | 27.87 |
| 01420 - Survey Worker | 16.75 |
| 01460 - Switchboard Operator/Receptionist | 14.32 |
| 01531 - Travel Clerk I | 16.56 |
| 01532 - Travel Clerk II | 17.52 |
| 01533 - Travel Clerk III | 18.68 |
| 01611 - Word Processor I | 14.83 |
| 01612 - Word Processor II | 16.64 |
| 01613 - Word Processor III | 18.62 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 21.51 |
| Fiberglass | |
| 05010 - Automotive Electrician | 21.82 |
| 05040 - Automotive Glass Installer | 20.01 |
| 05070 - Automotive Worker | 20.67 |
| 05110 - Mobile Equipment Servicer | 18.13 |
| 05130 - Motor Equipment Metal | 20.78 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 20.95 |
| 05190 - Motor Vehicle Mechanic | 20.78 |

| | |
|---|-------|
| 05220 - Motor Vehicle Mechanic Helper | 16.86 |
| 05250 - Motor Vehicle Upholstery Worker | 18.90 |
| 05280 - Motor Vehicle Wrecker | 19.99 |
| 05310 - Painter Automotive | 20.26 |
| 05340 - Radiator Repair Specialist | 19.99 |
| 05370 - Tire Repairer | 15.95 |
| 05400 - Transmission Repair Specialist | 20.78 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.18 |
| 07041 - Cook I | 13.98 |
| 07042 - Cook II | 15.79 |
| 07070 - Dishwasher | 11.01 |
| 07130 - Food Service Worker | 10.64 |
| 07210 - Meat Cutter | 17.06 |
| 07260 - Waiter/Waitress | 8.92 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.85 |
| 09040 - Furniture Handler | 12.18 |
| 09080 - Furniture Refinisher | 17.51 |
| 09090 - Furniture Refinisher Helper | 13.99 |
| 09110 - Furniture Repairer Minor | 15.63 |
| 09130 - Upholsterer | 16.89 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.56 |
| 11060 - Elevator Operator | 13.40 |
| 11090 - Gardener | 17.74 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.40 |
| 11210 - Laborer Grounds Maintenance | 14.06 |
| 11240 - Maid or Houseman | 11.60 |
| 11260 - Pruner | 12.75 |
| 11270 - Tractor Operator | 16.63 |
| 11330 - Trail Maintenance Worker | 14.06 |
| 11360 - Window Cleaner | 14.78 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.34 |
| 12011 - Breath Alcohol Technician | 19.79 |
| 12012 - Certified Occupational Therapist Assistant | 30.63 |
| 12015 - Certified Physical Therapist Assistant | 29.89 |
| 12020 - Dental Assistant | 18.98 |
| 12025 - Dental Hygienist | 33.47 |
| 12030 - EKG Technician | 28.13 |

| | |
|---|-------|
| 12035 - Electroneurodiagnostic Technologist | 28.13 |
| 12040 - Emergency Medical Technician | 20.34 |
| 12071 - Licensed Practical Nurse I | 17.70 |
| 12072 - Licensed Practical Nurse II | 19.79 |
| 12073 - Licensed Practical Nurse III | 22.06 |
| 12100 - Medical Assistant | 16.78 |
| 12130 - Medical Laboratory Technician | 25.60 |
| 12160 - Medical Record Clerk | 19.83 |
| 12190 - Medical Record Technician | 22.17 |
| 12195 - Medical Transcriptionist | 17.75 |
| 12210 - Nuclear Medicine Technologist | 36.12 |
| 12221 - Nursing Assistant I | 11.41 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 21.67 |
| 12236 - Optical Technician | 19.43 |
| 12250 - Pharmacy Technician | 15.30 |
| 12280 - Phlebotomist | 16.63 |
| 12305 - Radiologic Technologist | 25.03 |
| 12311 - Registered Nurse I | 24.32 |
| 12312 - Registered Nurse II | 29.75 |
| 12313 - Registered Nurse II | 29.75 |
| Specialist | |
| 12314 - Registered Nurse III | 35.99 |
| 12315 - Registered Nurse III | 35.99 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 43.13 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.52 |
| 12320 - Substance Abuse Treatment Counselor | 19.31 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.48 |
| 13012 - Exhibits Specialist II | 24.13 |
| 13013 - Exhibits Specialist III | 29.52 |
| 13041 - Illustrator I | 20.73 |
| 13042 - Illustrator II | 25.68 |
| 13043 - Illustrator III | 31.42 |
| 13047 - Librarian | 27.37 |
| 13050 - Library Aide/Clerk | 13.28 |
| 13054 - Library Information Technology Systems | 24.71 |
| Administrator | |
| 13058 - Library Technician | 16.21 |
| 13061 - Media Specialist I | 17.83 |

| | |
|--|---------------|
| 13062 - Media Specialist II | 19.95 |
| 13063 - Media Specialist III | 22.24 |
| 13071 - Photographer I | 16.78 |
| 13072 - Photographer II | 18.77 |
| 13073 - Photographer III | 23.25 |
| 13074 - Photographer IV | 28.45 |
| 13075 - Photographer V | 34.41 |
| 13090 - Technical Order Library | 16.68 |
| Clerk | |
| 13110 - Video Teleconference | 24.12 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 17.73 |
| 14042 - Computer Operator II | 19.84 |
| 14043 - Computer Operator III | 22.12 |
| 14044 - Computer Operator IV | 24.57 |
| 14045 - Computer Operator V | 27.21 |
| 14071 - Computer Programmer I | (see 1) 23.73 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment | 17.73 |
| Operator | |
| 14160 - Personal Computer Support | 24.57 |
| Technician | |
| 14170 - System Support Specialist | 28.97 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 30.75 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 35.78 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 42.63 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 30.75 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 32.75 |
| 15070 - Flight Instructor (Pilot) | 42.63 |
| 15080 - Graphic Artist | 25.72 |
| 15085 - Maintenance Test Pilot Fixed | 39.24 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 39.24 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 39.24 |
| Pilot | |
| 15090 - Technical Instructor | 22.14 |

| | |
|---|-------|
| 15095 - Technical Instructor/Course Developer | 27.09 |
| 15110 - Test Proctor | 17.88 |
| 15120 - Tutor | 17.88 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 9.51 |
| 16030 - Counter Attendant | 9.51 |
| 16040 - Dry Cleaner | 11.95 |
| 16070 - Finisher Flatwork Machine | 9.51 |
| 16090 - Presser Hand | 9.51 |
| 16110 - Presser Machine Drycleaning | 9.51 |
| 16130 - Presser Machine Shirts | 9.51 |
| 16160 - Presser Machine Wearing Apparel Laundry | 9.51 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.42 |
| 16250 - Washer Machine | 10.31 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.81 |
| 19040 - Tool And Die Maker | 25.54 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.76 |
| 21030 - Material Coordinator | 22.25 |
| 21040 - Material Expediter | 22.25 |
| 21050 - Material Handling Laborer | 14.90 |
| 21071 - Order Filler | 13.50 |
| 21080 - Production Line Worker (Food Processing) | 16.76 |
| 21110 - Shipping Packer | 17.04 |
| 21130 - Shipping/Receiving Clerk | 17.04 |
| 21140 - Store Worker I | 13.37 |
| 21150 - Stock Clerk | 18.09 |
| 21210 - Tools And Parts Attendant | 16.76 |
| 21410 - Warehouse Specialist | 16.76 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.32 |
| 23019 - Aircraft Logs and Records Technician | 23.56 |
| 23021 - Aircraft Mechanic I | 27.81 |
| 23022 - Aircraft Mechanic II | 29.32 |
| 23023 - Aircraft Mechanic III | 30.86 |
| 23040 - Aircraft Mechanic Helper | 20.83 |
| 23050 - Aircraft Painter | 27.35 |
| 23060 - Aircraft Servicer | 23.56 |

| | |
|---|-------|
| 23070 - Aircraft Survival Flight Equipment Technician | 27.35 |
| 23080 - Aircraft Worker | 25.10 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 25.10 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 27.81 |
| 23110 - Appliance Mechanic | 20.51 |
| 23120 - Bicycle Repairer | 19.20 |
| 23125 - Cable Splicer | 38.33 |
| 23130 - Carpenter Maintenance | 21.83 |
| 23140 - Carpet Layer | 21.69 |
| 23160 - Electrician Maintenance | 24.06 |
| 23181 - Electronics Technician | 24.49 |
| Maintenance I | |
| 23182 - Electronics Technician | 25.75 |
| Maintenance II | |
| 23183 - Electronics Technician | 27.14 |
| Maintenance III | |
| 23260 - Fabric Worker | 20.36 |
| 23290 - Fire Alarm System Mechanic | 27.02 |
| 23310 - Fire Extinguisher Repairer | 19.20 |
| 23311 - Fuel Distribution System Mechanic | 26.47 |
| 23312 - Fuel Distribution System Operator | 21.14 |
| 23370 - General Maintenance Worker | 19.32 |
| 23380 - Ground Support Equipment Mechanic | 27.81 |
| 23381 - Ground Support Equipment Servicer | 23.56 |
| 23382 - Ground Support Equipment Worker | 25.10 |
| 23391 - Gunsmith I | 19.20 |
| 23392 - Gunsmith II | 21.69 |
| 23393 - Gunsmith III | 24.03 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 22.35 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.53 |
| 23430 - Heavy Equipment Mechanic | 23.73 |
| 23440 - Heavy Equipment Operator | 18.94 |
| 23460 - Instrument Mechanic | 27.58 |
| 23465 - Laboratory/Shelter Mechanic | 22.81 |
| 23470 - Laborer | 14.90 |
| 23510 - Locksmith | 22.35 |

| | |
|---|-------|
| 23530 - Machinery Maintenance | 26.96 |
| Mechanic | |
| 23550 - Machinist Maintenance | 20.30 |
| 23580 - Maintenance Trades Helper | 15.86 |
| 23591 - Metrology Technician I | 27.58 |
| 23592 - Metrology Technician II | 29.04 |
| 23593 - Metrology Technician III | 30.49 |
| 23640 - Millwright | 25.95 |
| 23710 - Office Appliance Repairer | 20.18 |
| 23760 - Painter Maintenance | 17.82 |
| 23790 - Pipefitter Maintenance | 25.05 |
| 23810 - Plumber Maintenance | 23.77 |
| 23820 - Pneudraulic Systems Mechanic | 24.03 |
| 23850 - Rigger | 20.80 |
| 23870 - Scale Mechanic | 21.69 |
| 23890 - Sheet-Metal Worker | 22.72 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 18.15 |
| 23931 - Telecommunications Mechanic | 27.41 |
| I | |
| 23932 - Telecommunications Mechanic | 28.90 |
| II | |
| 23950 - Telephone Lineman | 21.91 |
| 23960 - Welder Combination | 21.65 |
| Maintenance | |
| 23965 - Well Driller | 23.38 |
| 23970 - Woodcraft Worker | 24.03 |
| 23980 - Woodworker | 19.20 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 17.20 |
| 24570 - Child Care Attendant | 11.53 |
| 24580 - Child Care Center Clerk | 14.37 |
| 24610 - Chore Aide | 11.36 |
| 24620 - Family Readiness And Support | 17.20 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 17.20 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 29.04 |
| 25040 - Sewage Plant Operator | 21.12 |
| 25070 - Stationary Engineer | 29.04 |
| 25190 - Ventilation Equipment Tender | 21.50 |
| 25210 - Water Treatment Plant | 21.12 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.02 |
| 27007 - Baggage Inspector | 12.20 |
| 27008 - Corrections Officer | 19.75 |
| 27010 - Court Security Officer | 21.41 |

| | |
|--------------------------------------|-------|
| 27030 - Detection Dog Handler | 15.10 |
| 27040 - Detention Officer | 19.75 |
| 27070 - Firefighter | 22.43 |
| 27101 - Guard I | 12.20 |
| 27102 - Guard II | 15.10 |
| 27131 - Police Officer I | 22.38 |
| 27132 - Police Officer II | 24.86 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.90 |
| 28042 - Carnival Equipment Repairer | 13.76 |
| 28043 - Carnival Worker | 10.06 |
| 28210 - Gate Attendant/Gate Tender | 14.61 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.34 |
| 28510 - Recreation Aide/Health | 11.93 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 18.54 |
| 28630 - Sports Official | 13.02 |
| 28690 - Swimming Pool Operator | 17.27 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 27.26 |
| 29020 - Hatch Tender | 27.26 |
| 29030 - Line Handler | 27.26 |
| 29041 - Stevedore I | 25.59 |
| 29042 - Stevedore II | 28.66 |
| 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 | 18.62 |
| 30022 - Archeological Technician II | 20.82 |
| 30023 - Archeological Technician III | 25.79 |
| 30030 - Cartographic Technician | 25.79 |
| 30040 - Civil Engineering Technician | 24.58 |
| 30051 - Cryogenic Technician I | 28.56 |
| 30052 - Cryogenic Technician II | 31.55 |
| 30061 - Drafter/CAD Operator I | 18.62 |
| 30062 - Drafter/CAD Operator II | 20.82 |
| 30063 - Drafter/CAD Operator III | 23.21 |
| 30064 - Drafter/CAD Operator IV | 28.56 |
| 30081 - Engineering Technician I | 15.84 |
| 30082 - Engineering Technician II | 17.79 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.20 |
| 30085 - Engineering Technician V | 30.90 |
| 30086 - Engineering Technician VI | 37.37 |

| | |
|---|-------|
| 30090 - Environmental Technician | 23.65 |
| 30095 - Evidence Control Specialist | 25.79 |
| 30210 - Laboratory Technician | 20.99 |
| 30221 - Latent Fingerprint | 24.86 |
| Technician I | |
| 30222 - Latent Fingerprint | 27.46 |
| Technician II | |
| 30240 - Mathematical Technician | 29.52 |
| 30361 - Paralegal/Legal Assistant I | 20.37 |
| 30362 - Paralegal/Legal Assistant II | 25.23 |
| 30363 - Paralegal/Legal Assistant | 30.87 |
| III | |
| 30364 - Paralegal/Legal Assistant IV | 37.35 |
| 30375 - Petroleum Supply Specialist | 31.55 |
| 30390 - Photo-Optics Technician | 25.79 |
| 30395 - Radiation Control Technician | 31.55 |
| 30461 - Technical Writer I | 22.10 |
| 30462 - Technical Writer II | 27.04 |
| 30463 - Technical Writer III | 32.72 |
| 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 | 28.56 |
| 30502 - Weather Forecaster II | 34.75 |
| 30620 - Weather Observer Combined (see 2) | 23.20 |
| Upper Air Or | |
| Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 25.79 |
| 31000 - Transportation/Mobile | |
| Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 14.48 |
| 31030 - Bus Driver | 19.38 |
| 31043 - Driver Courier | 15.89 |
| 31260 - Parking and Lot Attendant | 12.36 |
| 31290 - Shuttle Bus Driver | 16.52 |
| 31310 - Taxi Driver | 14.19 |
| 31361 - Truckdriver Light | 16.95 |
| 31362 - Truckdriver Medium | 19.71 |
| 31363 - Truckdriver Heavy | 24.23 |
| 31364 - Truckdriver Tractor-Trailer | 24.23 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |

| | |
|-------------------------------------|-------|
| 99030 - Cashier | 11.11 |
| 99050 - Desk Clerk | 11.20 |
| 99095 - Embalmer | 26.38 |
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 12.57 |
| I | |
| 99252 - Laboratory Animal Caretaker | 13.41 |
| II | |
| 99260 - Marketing Analyst | 28.73 |
| 99310 - Mortician | 26.38 |
| 99410 - Pest Controller | 18.34 |
| 99510 - Photofinishing Worker | 15.96 |
| 99710 - Recycling Laborer | 16.25 |
| 99711 - Recycling Specialist | 19.23 |
| 99730 - Refuse Collector | 14.73 |
| 99810 - Sales Clerk | 12.88 |
| 99820 - School Crossing Guard | 16.26 |
| 99830 - Survey Party Chief | 25.16 |
| 99831 - Surveying Aide | 16.98 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 14.54 |
| 99841 - Vending Machine Repairer | 17.52 |
| 99842 - Vending Machine Repairer | 14.54 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Standard Wage Determination No.: 2015-4649

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4649
Revision No.: 18
Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Benton Carroll Decatur Dyer Gibson Hardeman Hardin Haywood Henderson Henry Lake Lauderdale McNairy Obion Weakley

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|--|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.88 |
| 01012 - Accounting Clerk II | | 16.71 |
| 01013 - Accounting Clerk III | | 18.68 |
| 01020 - Administrative Assistant | | 23.48 |
| 01035 - Court Reporter | | 18.77 |
| 01041 - Customer Service Representative I | | 13.53 |
| 01042 - Customer Service Representative II | | 15.11 |

| | |
|--|-------|
| 01043 - Customer Service Representative III | 16.61 |
| 01051 - Data Entry Operator I | 12.67 |
| 01052 - Data Entry Operator II | 13.83 |
| 01060 - Dispatcher Motor Vehicle | 17.69 |
| 01070 - Document Preparation Clerk | 14.95 |
| 01090 - Duplicating Machine Operator | 14.95 |
| 01111 - General Clerk I | 12.56 |
| 01112 - General Clerk II | 14.88 |
| 01113 - General Clerk III | 16.70 |
| 01120 - Housing Referral Assistant | 20.93 |
| 01141 - Messenger Courier | 12.77 |
| 01191 - Order Clerk I | 14.96 |
| 01192 - Order Clerk II | 16.32 |
| 01261 - Personnel Assistant (Employment) I | 16.05 |
| 01262 - Personnel Assistant (Employment) II | 17.95 |
| 01263 - Personnel Assistant (Employment) III | 20.01 |
| 01270 - Production Control Clerk | 22.11 |
| 01290 - Rental Clerk | 15.13 |
| 01300 - Scheduler Maintenance | 16.79 |
| 01311 - Secretary I | 16.79 |
| 01312 - Secretary II | 18.77 |
| 01313 - Secretary III | 20.93 |
| 01320 - Service Order Dispatcher | 15.81 |
| 01410 - Supply Technician | 23.48 |
| 01420 - Survey Worker | 18.77 |
| 01460 - Switchboard Operator/Receptionist | 13.23 |
| 01531 - Travel Clerk I | 14.02 |
| 01532 - Travel Clerk II | 15.00 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 14.95 |
| 01612 - Word Processor II | 16.79 |
| 01613 - Word Processor III | 18.77 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer | 19.85 |
| Fiberglass | |
| 05010 - Automotive Electrician | 19.23 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.21 |
| 05110 - Mobile Equipment Servicer | 15.07 |
| 05130 - Motor Equipment Metal | 19.23 |
| Mechanic | |
| 05160 - Motor Equipment Metal Worker | 17.21 |
| 05190 - Motor Vehicle Mechanic | 19.23 |
| 05220 - Motor Vehicle Mechanic Helper | 13.97 |

| | |
|---|-------|
| 05250 - Motor Vehicle Upholstery Worker | 17.21 |
| 05280 - Motor Vehicle Wrecker | 17.21 |
| 05310 - Painter Automotive | 18.23 |
| 05340 - Radiator Repair Specialist | 17.21 |
| 05370 - Tire Repairer | 12.82 |
| 05400 - Transmission Repair Specialist | 18.98 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.93 |
| 07041 - Cook I | 10.72 |
| 07042 - Cook II | 12.34 |
| 07070 - Dishwasher | 9.70 |
| 07130 - Food Service Worker | 9.23 |
| 07210 - Meat Cutter | 13.78 |
| 07260 - Waiter/Waitress | 8.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.07 |
| 09040 - Furniture Handler | 11.81 |
| 09080 - Furniture Refinisher | 18.07 |
| 09090 - Furniture Refinisher Helper | 14.27 |
| 09110 - Furniture Repairer Minor | 16.80 |
| 09130 - Upholsterer | 19.28 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner Vehicles | 13.17 |
| 11060 - Elevator Operator | 13.17 |
| 11090 - Gardener | 18.30 |
| 11122 - Housekeeping Aide | 11.16 |
| 11150 - Janitor | 11.16 |
| 11210 - Laborer Grounds Maintenance | 14.10 |
| 11240 - Maid or Houseman | 9.52 |
| 11260 - Pruner | 12.67 |
| 11270 - Tractor Operator | 16.96 |
| 11330 - Trail Maintenance Worker | 14.10 |
| 11360 - Window Cleaner | 12.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.71 |
| 12011 - Breath Alcohol Technician | 17.71 |
| 12012 - Certified Occupational Therapist Assistant | 29.08 |
| 12015 - Certified Physical Therapist Assistant | 29.08 |
| 12020 - Dental Assistant | 21.19 |
| 12025 - Dental Hygienist | 34.57 |
| 12030 - EKG Technician | 28.02 |
| 12035 - Electroneurodiagnostic Technologist | 28.02 |

| | |
|--|-------|
| 12040 - Emergency Medical Technician | 17.71 |
| 12071 - Licensed Practical Nurse I | 16.54 |
| 12072 - Licensed Practical Nurse II | 18.49 |
| 12073 - Licensed Practical Nurse III | 20.61 |
| 12100 - Medical Assistant | 14.15 |
| 12130 - Medical Laboratory Technician | 22.01 |
| Technician | |
| 12160 - Medical Record Clerk | 13.60 |
| 12190 - Medical Record Technician | 16.73 |
| 12195 - Medical Transcriptionist | 16.54 |
| 12210 - Nuclear Medicine Technologist | 40.63 |
| Technologist | |
| 12221 - Nursing Assistant I | 11.48 |
| 12222 - Nursing Assistant II | 12.90 |
| 12223 - Nursing Assistant III | 14.08 |
| 12224 - Nursing Assistant IV | 15.81 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 16.54 |
| 12250 - Pharmacy Technician | 15.65 |
| 12280 - Phlebotomist | 13.75 |
| 12305 - Radiologic Technologist | 24.12 |
| 12311 - Registered Nurse I | 25.41 |
| 12312 - Registered Nurse II | 30.43 |
| 12313 - Registered Nurse II | 30.43 |
| Specialist | |
| 12314 - Registered Nurse III | 36.80 |
| 12315 - Registered Nurse III | 36.80 |
| Anesthetist | |
| 12316 - Registered Nurse IV | 44.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.94 |
| Testing) | |
| 12320 - Substance Abuse Treatment Counselor | 19.27 |
| Counselor | |
| 13000 - Information And Arts Occupations | |
| Occupations | |
| 13011 - Exhibits Specialist I | 16.63 |
| 13012 - Exhibits Specialist II | 20.61 |
| 13013 - Exhibits Specialist III | 25.21 |
| 13041 - Illustrator I | 16.96 |
| 13042 - Illustrator II | 20.61 |
| 13043 - Illustrator III | 25.21 |
| 13047 - Librarian | 22.82 |
| 13050 - Library Aide/Clerk | 11.83 |
| 13054 - Library Information Technology Systems Administrator | 20.61 |
| Technology Systems Administrator | |
| 13058 - Library Technician | 13.27 |
| 13061 - Media Specialist I | 14.87 |
| 13062 - Media Specialist II | 16.63 |
| 13063 - Media Specialist III | 18.54 |

| | |
|--------------------------------------|---------------|
| 13071 - Photographer I | 14.95 |
| 13072 - Photographer II | 17.85 |
| 13073 - Photographer III | 20.72 |
| 13074 - Photographer IV | 25.35 |
| 13075 - Photographer V | 30.67 |
| 13090 - Technical Order Library | 15.49 |
| Clerk | |
| 13110 - Video Teleconference | 18.06 |
| Technician | |
| 14000 - Information Technology | |
| Occupations | |
| 14041 - Computer Operator I | 16.64 |
| 14042 - Computer Operator II | 18.67 |
| 14043 - Computer Operator III | 20.82 |
| 14044 - Computer Operator IV | 23.14 |
| 14045 - Computer Operator V | 25.61 |
| 14071 - Computer Programmer I | (see 1) 21.66 |
| 14072 - Computer Programmer II | (see 1) 26.85 |
| 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 | 16.64 |
| Operator | |
| 14160 - Personal Computer Support | 23.14 |
| Technician | |
| 14170 - System Support Specialist | 25.61 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices | 27.90 |
| Instructor (Non-Rated) | |
| 15020 - Aircrew Training Devices | 36.76 |
| Instructor (Rated) | |
| 15030 - Air Crew Training Devices | 40.47 |
| Instructor (Pilot) | |
| 15050 - Computer Based Training | 27.90 |
| Specialist / Instructor | |
| 15060 - Educational Technologist | 32.84 |
| 15070 - Flight Instructor (Pilot) | 40.47 |
| 15080 - Graphic Artist | 23.07 |
| 15085 - Maintenance Test Pilot Fixed | 40.47 |
| Jet/Prop | |
| 15086 - Maintenance Test Pilot | 40.47 |
| Rotary Wing | |
| 15088 - Non-Maintenance Test/Co- | 40.47 |
| Pilot | |
| 15090 - Technical Instructor | 21.84 |
| 15095 - Technical Instructor/Course | 26.71 |
| Developer | |
| 15110 - Test Proctor | 17.63 |

| | |
|--|-------|
| 15120 - Tutor | 17.63 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | |
| 16010 - Assembler | 11.27 |
| 16030 - Counter Attendant | 11.27 |
| 16040 - Dry Cleaner | 13.53 |
| 16070 - Finisher Flatwork Machine | 11.27 |
| 16090 - Presser Hand | 11.27 |
| 16110 - Presser Machine Drycleaning | 11.27 |
| 16130 - Presser Machine Shirts | 11.27 |
| 16160 - Presser Machine Wearing | 11.27 |
| Apparel Laundry | |
| 16190 - Sewing Machine Operator | 14.48 |
| 16220 - Tailor | 15.43 |
| 16250 - Washer Machine | 11.81 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.92 |
| 19040 - Tool And Die Maker | 23.55 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.65 |
| 21030 - Material Coordinator | 22.11 |
| 21040 - Material Expediter | 22.11 |
| 21050 - Material Handling Laborer | 13.64 |
| 21071 - Order Filler | 12.66 |
| 21080 - Production Line Worker (Food Processing) | 17.65 |
| 21110 - Shipping Packer | 16.25 |
| 21130 - Shipping/Receiving Clerk | 16.25 |
| 21140 - Store Worker I | 12.45 |
| 21150 - Stock Clerk | 17.23 |
| 21210 - Tools And Parts Attendant | 17.65 |
| 21410 - Warehouse Specialist | 17.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.88 |
| 23019 - Aircraft Logs and Records Technician | 17.89 |
| 23021 - Aircraft Mechanic I | 21.79 |
| 23022 - Aircraft Mechanic II | 22.88 |
| 23023 - Aircraft Mechanic III | 24.07 |
| 23040 - Aircraft Mechanic Helper | 15.43 |
| 23050 - Aircraft Painter | 20.60 |
| 23060 - Aircraft Servicer | 17.89 |
| 23070 - Aircraft Survival Flight Equipment Technician | 20.60 |
| 23080 - Aircraft Worker | 19.17 |

| | |
|---|-------|
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 19.17 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 21.79 |
| 23110 - Appliance Mechanic | 20.35 |
| 23120 - Bicycle Repairer | 16.65 |
| 23125 - Cable Splicer | 30.35 |
| 23130 - Carpenter Maintenance | 18.16 |
| 23140 - Carpet Layer | 19.17 |
| 23160 - Electrician Maintenance | 23.73 |
| 23181 - Electronics Technician Maintenance I | 23.15 |
| 23182 - Electronics Technician Maintenance II | 24.56 |
| 23183 - Electronics Technician Maintenance III | 26.02 |
| 23260 - Fabric Worker | 17.89 |
| 23290 - Fire Alarm System Mechanic | 21.55 |
| 23310 - Fire Extinguisher Repairer | 16.65 |
| 23311 - Fuel Distribution System Mechanic | 23.55 |
| 23312 - Fuel Distribution System Operator | 18.20 |
| 23370 - General Maintenance Worker | 18.14 |
| 23380 - Ground Support Equipment Mechanic | 21.79 |
| 23381 - Ground Support Equipment Servicer | 17.89 |
| 23382 - Ground Support Equipment Worker | 19.17 |
| 23391 - Gunsmith I | 16.65 |
| 23392 - Gunsmith II | 19.17 |
| 23393 - Gunsmith III | 21.55 |
| 23410 - Heating Ventilation And Air- Conditioning Mechanic | 20.18 |
| 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) | 23.55 |
| 23430 - Heavy Equipment Mechanic | 19.67 |
| 23440 - Heavy Equipment Operator | 20.35 |
| 23460 - Instrument Mechanic | 21.55 |
| 23465 - Laboratory/Shelter Mechanic | 20.35 |
| 23470 - Laborer | 13.64 |
| 23510 - Locksmith | 20.35 |
| 23530 - Machinery Maintenance Mechanic | 22.93 |
| 23550 - Machinist Maintenance | 21.29 |

| | |
|---|-------|
| 23580 - Maintenance Trades Helper | 16.52 |
| 23591 - Metrology Technician I | 21.55 |
| 23592 - Metrology Technician II | 22.78 |
| 23593 - Metrology Technician III | 24.07 |
| 23640 - Millwright | 25.82 |
| 23710 - Office Appliance Repairer | 20.35 |
| 23760 - Painter Maintenance | 17.49 |
| 23790 - Pipefitter Maintenance | 23.88 |
| 23810 - Plumber Maintenance | 22.54 |
| 23820 - Pneudraulic Systems Mechanic | 21.55 |
| 23850 - Rigger | 21.55 |
| 23870 - Scale Mechanic | 19.17 |
| 23890 - Sheet-Metal Worker | 18.72 |
| Maintenance | |
| 23910 - Small Engine Mechanic | 19.03 |
| 23931 - Telecommunications Mechanic | 26.37 |
| I | |
| 23932 - Telecommunications Mechanic | 27.94 |
| II | |
| 23950 - Telephone Lineman | 26.63 |
| 23960 - Welder Combination | 18.36 |
| Maintenance | |
| 23965 - Well Driller | 21.55 |
| 23970 - Woodcraft Worker | 21.55 |
| 23980 - Woodworker | 16.65 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 14.05 |
| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.11 |
| 24610 - Chore Aide | 10.86 |
| 24620 - Family Readiness And Support | 14.05 |
| Services | |
| Coordinator | |
| 24630 - Homemaker | 16.62 |
| 25000 - Plant And System Operations | |
| Occupations | |
| 25010 - Boiler Tender | 23.36 |
| 25040 - Sewage Plant Operator | 19.58 |
| 25070 - Stationary Engineer | 23.36 |
| 25190 - Ventilation Equipment Tender | 15.83 |
| 25210 - Water Treatment Plant | 19.58 |
| Operator | |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.21 |
| 27007 - Baggage Inspector | 13.27 |
| 27008 - Corrections Officer | 19.23 |
| 27010 - Court Security Officer | 18.53 |
| 27030 - Detection Dog Handler | 14.84 |
| 27040 - Detention Officer | 19.23 |
| 27070 - Firefighter | 16.97 |

| | |
|--|-------|
| 27101 - Guard I | 13.27 |
| 27102 - Guard II | 14.84 |
| 27131 - Police Officer I | 21.51 |
| 27132 - Police Officer II | 22.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.65 |
| 28042 - Carnival Equipment Repairer | 13.64 |
| 28043 - Carnival Worker | 9.45 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health | 11.28 |
| Facility Attendant | |
| 28515 - Recreation Specialist | 17.12 |
| 28630 - Sports Official | 12.31 |
| 28690 - Swimming Pool Operator | 15.71 |
| 29000 - Stevedoring/Longshoremen | |
| Occupational Services | |
| 29010 - Blocker And Bracer | 28.11 |
| 29020 - Hatch Tender | 28.11 |
| 29030 - Line Handler | 28.11 |
| 29041 - Stevedore I | 26.26 |
| 29042 - Stevedore II | 29.81 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control (see 2) | 40.29 |
| Specialist Center (HFO) | |
| 30011 - Air Traffic Control (see 2) | 27.78 |
| Specialist Station (HFO) | |
| 30012 - Air Traffic Control | 30.59 |
| Specialist Terminal (HFO) (see 2) | |
| 30021 - Archeological Technician I | 17.90 |
| 30022 - Archeological Technician II | 20.03 |
| 30023 - Archeological Technician III | 24.81 |
| 30030 - Cartographic Technician | 23.38 |
| 30040 - Civil Engineering Technician | 24.81 |
| 30051 - Cryogenic Technician I | 27.48 |
| 30052 - Cryogenic Technician II | 30.35 |
| 30061 - Drafter/CAD Operator I | 17.90 |
| 30062 - Drafter/CAD Operator II | 20.03 |
| 30063 - Drafter/CAD Operator III | 22.32 |
| 30064 - Drafter/CAD Operator IV | 27.48 |
| 30081 - Engineering Technician I | 17.14 |
| 30082 - Engineering Technician II | 18.54 |
| 30083 - Engineering Technician III | 21.52 |
| 30084 - Engineering Technician IV | 25.66 |
| 30085 - Engineering Technician V | 30.95 |
| 30086 - Engineering Technician VI | 37.45 |
| 30090 - Environmental Technician | 26.06 |
| 30095 - Evidence Control Specialist | 24.81 |
| 30210 - Laboratory Technician | 22.32 |

| | |
|---|-------|
| 30221 - Latent Fingerprint Technician I | 27.48 |
| 30222 - Latent Fingerprint Technician II | 30.35 |
| 30240 - Mathematical Technician | 24.81 |
| 30361 - Paralegal/Legal Assistant I | 18.81 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.20 |
| 30364 - Paralegal/Legal Assistant IV | 33.01 |
| 30375 - Petroleum Supply Specialist | 30.35 |
| 30390 - Photo-Optics Technician | 24.81 |
| 30395 - Radiation Control Technician | 30.35 |
| 30461 - Technical Writer I | 24.81 |
| 30462 - Technical Writer II | 30.35 |
| 30463 - Technical Writer III | 36.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.60 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.98 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.13 |
| 30494 - Unexploded (UXO) Safety Escort | 25.60 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.60 |
| 30501 - Weather Forecaster I | 27.48 |
| 30502 - Weather Forecaster II | 33.41 |
| 30620 - Weather Observer Combined (see 2) | 22.32 |
| Upper Air Or Surface Programs | |
| 30621 - Weather Observer Senior (see 2) | 24.81 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 30.98 |
| 31020 - Bus Aide | 12.84 |
| 31030 - Bus Driver | 18.31 |
| 31043 - Driver Courier | 14.65 |
| 31260 - Parking and Lot Attendant | 11.13 |
| 31290 - Shuttle Bus Driver | 15.30 |
| 31310 - Taxi Driver | 13.35 |
| 31361 - Truckdriver Light | 15.81 |
| 31362 - Truckdriver Medium | 16.98 |
| 31363 - Truckdriver Heavy | 21.90 |
| 31364 - Truckdriver Tractor-Trailer | 21.90 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 15.10 |
| 99030 - Cashier | 9.98 |
| 99050 - Desk Clerk | 10.28 |
| 99095 - Embalmer | 27.59 |

| | |
|-------------------------------------|-------|
| 99130 - Flight Follower | 25.60 |
| 99251 - Laboratory Animal Caretaker | 13.14 |
| I | |
| 99252 - Laboratory Animal Caretaker | 14.74 |
| II | |
| 99260 - Marketing Analyst | 24.66 |
| 99310 - Mortician | 27.59 |
| 99410 - Pest Controller | 15.49 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 15.85 |
| 99711 - Recycling Specialist | 19.07 |
| 99730 - Refuse Collector | 14.25 |
| 99810 - Sales Clerk | 11.81 |
| 99820 - School Crossing Guard | 14.04 |
| 99830 - Survey Party Chief | 24.56 |
| 99831 - Surveying Aide | 16.09 |
| 99832 - Surveying Technician | 22.04 |
| 99840 - Vending Machine Attendant | 18.79 |
| 99841 - Vending Machine Repairer | 23.34 |
| 99842 - Vending Machine Repairer | 18.79 |
| Helper | |

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).