Standard Wage Determinants

From 2015-4743 to 2015-4831

March 24, 2022

Standard	Wage	Determinants.			. 1
Standard	Wage	Determination	No.:	2015-4743	. 3
Standard	Wage	Determination	No.:	2015-4745	17
Standard	Wage	Determination	No.:	2015-4747	31
Standard	Wage	Determination	No.:	2015-4749	45
Standard	Wage	Determination	No.:	2015-4751	59
Standard	Wage	Determination	No.:	2015-4753	73
Standard	Wage	Determination	No.:	2015-4755	87
Standard	Wage	Determination	No.:	2015-4757	101
Standard	Wage	Determination	No.:	2015-4759	115
Standard	Wage	Determination	No.:	2015-4761	129
Standard	Wage	Determination	No.:	2015-4763	143
Standard	Wage	Determination	No.:	2015-4765	157
Standard	Wage	Determination	No.:	2015-4767	171
Standard	Wage	Determination	No.:	2015-4769	185
Standard	Wage	Determination	No.:	2015-4771	199
Standard	Wage	Determination	No.:	2015-4775	213
Standard	Wage	Determination	No.:	2015-4777	227
Standard	Wage	Determination	No.:	2015-4779	241
Standard	Wage	Determination	No.:	2015-4781	255
Standard	Wage	Determination	No.:	2015-4783	269
Standard	Wage	Determination	No.:	2015-4785	283
Standard	Wage	Determination	No.:	2015-4787	297
Standard	Wage	Determination	No.:	2015-4789	311
Standard	Wage	Determination	No.:	2015-4791	325
Standard	Wage	Determination	No.:	2015-4793	339
Standard	Wage	Determination	No.:	2015-4795	353
Standard	Wage	Determination	No.:	2015-4797	367
Standard	Wage	Determination	No.:	2015-4799	381
Standard	Wage	Determination	No.:	2015-4801	395
Standard	Wage	Determination	No.:	2015-4803	409
Standard	Wage	Determination	No.:	2015-4805	423

Standard	Wage	Determination	No.:	2015-4807	437
Standard	Wage	Determination	No.:	2015-4809	451
Standard	Wage	Determination	No.:	2015-4811	465
Standard	Wage	Determination	No.:	2015-4813	479
Standard	Wage	Determination	No.:	2015-4815	493
Standard	Wage	Determination	No.:	2015-4817	507
Standard	Wage	Determination	No.:	2015-4819	521
Standard	Wage	Determination	No.:	2015-4821	535
Standard	Wage	Determination	No.:	2015-4823	549
Standard	Wage	Determination	No.:	2015-4825	563
Standard	Wage	Determination	No.:	2015-4827	577
Standard	Wage	Determination	No.:	2015-4829	591
Standard	Wage	Determination	No.:	2015-4831	605

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

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

| Wage Determination No.: 2015-4743

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

Director

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

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

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

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

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

State: Ohio

Area: Ohio Counties of Defiance Paulding Williams

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.22
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		23.75
01035 - Court Reporter		20.85
01041 - Customer Service		13.29
Representative I		
01042 - Customer Service		14.56
Representative II		

3

01043 - Customer Service		16.29
Representative III		
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		21.61
01070 - Document Preparation Clerk		14.38
01090 - Duplicating Machine Operator		14.38
01111 - General Clerk I		13.31
01112 - General Clerk II		14.52
01113 - General Clerk III		16.31
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		11.92
01191 - Order Clerk I		16.02
01192 - Order Clerk II		17.48
01261 - Personnel Assistant		16.71
(Employment) I		10.71
01262 - Personnel Assistant		18.68
		10.00
(Employment) II 01263 - Personnel Assistant		20.82
		20.02
(Employment) III		06.64
01270 - Production Control Clerk		26.64
01290 - Rental Clerk		11.66
01300 - Scheduler Maintenance		16.60
01311 - Secretary I		16.60
01312 - Secretary II		18.56
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		19.31
01410 - Supply Technician		23.75
01420 - Survey Worker		15.27
01460 - Switchboard		13.62
Operator/Receptionist		
01531 - Travel Clerk I		13.57
01532 - Travel Clerk II		14.48
01533 - Travel Clerk III		15.35
01611 - Word Processor I		14.78
01612 - Word Processor II		16.60
01613 - Word Processor III		18.56
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		19.69
Fiberglass		
05010 - Automotive	Electrician	18.37
05040 - Automotive Glass Installer		17.76
05070 - Automotive Worker		17.76
05110 - Mobile Equipment Servicer		16.52
05130 - Motor Equipment Metal		18.96
Mechanic		10.70
05160 - Motor Equipment Metal Worker		17.76
05100 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		18.96
05220 - Motor Vehicle Mechanic		15.90
		10.90
Helper		

05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter Automotive	18.37
	17.76
05340 - Radiator Repair Specialist 05370 - Tire Repairer	17.76
05370 - Tire Repairer 05400 - Transmission Repair	18.96
Specialist	10.90
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.61
07010 Baker 07041 - Cook I	13.58
07041 COOK I	15.31
07070 - Dishwasher	9.62
07130 - Food Service Worker	9.48
07210 - Meat Cutter	16.19
07210 Meat Cutter 07260 - Waiter/Waitress	9.41
09000 - Furniture Maintenance And	J. 11
Repair Occupations	
09010 - Electrostatic Spray Painter	19.61
09040 - Furniture Handler	15.16
09080 - Furniture Refinisher	19.61
09090 - Furniture Refinisher Helper	16.97
09110 - Furniture Repairer Minor	18.27
09130 - Upholsterer	19.61
11000 - General Services And Support	13.01
Occupations	
11030 - Cleaner Vehicles	11.73
11060 - Elevator Operator	12.37
11090 - Gardener	16.39
11122 - Housekeeping Aide	12.37
11150 - Janitor	12.37
11210 - Laborer Grounds Maintenance	13.19
11240 - Maid or Houseman	11.49
11260 - Pruner	12.13
11270 - Tractor Operator	15.32
11330 - Trail Maintenance Worker	13.19
11360 - Window Cleaner	13.45
12000 - Health Occupations	
12010 - Ambulance Driver	16.90
12011 - Breath Alcohol Technician	18.87
12012 - Certified Occupational	28.27
Therapist Assistant	
12015 - Certified Physical Therapist	27.15
Assistant	
12020 - Dental Assistant	19.51
12025 - Dental Hygienist	32.90
12030 - EKG Technician	26.81
12035 - Electroneurodiagnostic	26.81
Technologist	

12040 - Emergency Medical Technician	16.90
12071 - Licensed Practical Nurse I	16.87
12072 - Licensed Practical Nurse II	18.87
12073 - Licensed Practical Nurse III	21.03
12100 - Medical Assistant	15.67
12130 - Medical Laboratory	26.87
Technician	
12160 - Medical Record Clerk	17.01
12190 - Medical Record Technician	19.14
12195 - Medical Transcriptionist	16.87
12210 - Nuclear Medicine	40.93
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	21.20
12236 - Optical Technician	16.87
12250 - Pharmacy Technician	15.07
12280 - Phlebotomist	15.29
12305 - Radiologic Technologist	27.31
12311 - Registered Nurse I	24.00
12312 - Registered Nurse II	29.36
12313 - Registered Nurse II	29.36
Specialist	
12314 - Registered Nurse III	35.53
12315 - Registered Nurse III	35.53
Anesthetist	
12316 - Registered Nurse IV	42.58
12317 - Scheduler (Drug and Alcohol	23.37
Testing)	
12320 - Substance Abuse Treatment	21.08
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.47
13012 - Exhibits Specialist II	20.41
13013 - Exhibits Specialist III	24.95
13041 - Illustrator I	16.47
13042 - Illustrator II	20.41
13043 - Illustrator III	24.95
13047 - Librarian	21.54
13050 - Library Aide/Clerk	12.11
13054 - Library Information	19.46
Technology Systems	
Administrator	
13058 - Library Technician	12.80
13061 - Media Specialist I	14.04
13062 - Media Specialist II	15.70
13063 - Media Specialist III	17.50
-	

13071 - Photographer I		17.27
13072 - Photographer II		19.31
13073 - Photographer III		23.92
13074 - Photographer IV		29.26
13075 - Photographer V		35.41
13090 - Technical Order Library		15.98
Clerk		
13110 - Video Teleconference		16.63
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.97
14042 - Computer Operator II		18.98
14043 - Computer Operator III		21.16
14044 - Computer Operator IV		23.51
14045 - Computer Operator V		26.04
14071 - Computer Programmer I	(see 1)	19.81
14072 - Computer Programmer II	(see 1)	26.23
14073 - Computer Programmer III	(see 1)	20.20
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	•	
14102 Computer Systems Analyst III	(see 1)	
14150 - Computer Systems Analyst III 14150 - Peripheral Equipment	(266 1)	16.97
Operator		10.97
14160 - Personal Computer Support		23.51
Technician		23.31
14170 - System Support Specialist		27.76
15000 - Instructional Occupations		21.10
15010 - Aircrew Training Devices		31.32
_		31.32
Instructor (Non-Rated)		37.89
15020 - Aircrew Training Devices		37.89
Instructor (Rated)		12 12
15030 - Air Crew Training Devices		42.43
Instructor (Pilot)		21 20
15050 - Computer Based Training		31.32
Specialist / Instructor		25 04
15060 - Educational Technologist 15070 - Flight Instructor (Pilot)		35.04 42.43
_		
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		21.71
		40.74
Jet/Prop		10 71
15086 - Maintenance Test Pilot		40.74
Rotary Wing		40 74
15088 - Non-Maintenance Test/Co-		40.74
Pilot		00 01
15090 - Technical Instructor		22.21
15095 - Technical Instructor/Course		27.17
Developer		15 00
15110 - Test Proctor		17.93

15120 - Tutor	17.93
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.17
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.09
16220 - Tailor	15.02
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.23
Room)	
19040 - Tool And Die Maker	25.79
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.07
21030 - Material Coordinator	26.64
21040 - Material Expediter	26.64
21050 - Material Handling Laborer	16.02
21071 - Order Filler	12.99
21080 - Production Line Worker (Food	18.07
Processing)	
21110 - Shipping Packer	17.59
21130 - Shipping/Receiving Clerk	17.59
21140 - Store Worker I	15.74
21150 - Stock Clerk	20.28
21210 - Tools And Parts Attendant	18.07
21410 - Warehouse Specialist	18.07
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.78
23019 - Aircraft Logs and Records	23.55
Technician	
23021 - Aircraft Mechanic I	26.86
23022 - Aircraft Mechanic II	27.78
23023 - Aircraft Mechanic III	28.82
23040 - Aircraft Mechanic Helper	20.43
23050 - Aircraft Painter	26.01
23060 - Aircraft Servicer	23.55
23070 - Aircraft Survival Flight	26.01
Equipment Technician	04.06
23080 - Aircraft Worker	24.86

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	24.86
T T	
23092 - Aircrew Life Support	26.86
Equipment (ALSE) Mechanic	20.00
II	
23110 - Appliance Mechanic	23.82
23120 - Appliance Mechanic 23120 - Bicycle Repairer	20.39
23125 - Cable Splicer	31.43
23130 - Carpenter Maintenance	22.50
23140 - Carpet Layer	22.97
23140 - Carpet Hayer 23160 - Electrician Maintenance	26.68
23181 - Electronics Technician	27.72
Maintenance I	21.12
23182 - Electronics Technician	29.19
Maintenance II	29.19
23183 - Electronics Technician	30.34
Maintenance III	30.34
23260 - Fabric Worker	21.69
23290 - Fabric Worker 23290 - Fire Alarm System Mechanic	25.14
_	20.39
23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System	32.76
Mechanic	32.70
23312 - Fuel Distribution System	25.41
-	23.41
Operator 23370 - General Maintenance Worker	21.19
	26.86
23380 - Ground Support Equipment Mechanic	20.00
	23.55
23381 - Ground Support Equipment Servicer	23.33
23382 - Ground Support Equipment	24.86
Worker	24.00
23391 - Gunsmith I	20.39
23392 - Gunsmith II	22.97
23393 - Gunsmith III	25.14
23410 - Heating Ventilation And Air-	23.29
Conditioning	23.29
Mechanic	
23411 - Heating Ventilation And Air	24.19
Contidioning	24.19
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.02
23440 - Heavy Equipment Operator	23.59
23460 - Instrument Mechanic	25.14
23465 - Laboratory/Shelter Mechanic	24.21
23470 - Laborer	16.02
23510 - Locksmith	24.21
23530 - Machinery Maintenance	26.08
Mechanic	20.00
23550 - Machinist Maintenance	21.89
25550 Machinist Maintenance	Z I • U J

23580 - Maintenance Trades Helper	15.43
23591 - Metrology Technician I	25.14
23592 - Metrology Technician II	26.10
23593 - Metrology Technician III	27.10
23640 - Millwright	30.20
23710 - Office Appliance Repairer	20.48
23760 - Painter Maintenance	21.44
23790 - Pipefitter Maintenance	25.33
23810 - Plumber Maintenance	24.09
23820 - Pneudraulic Systems Mechanic	25.14
23850 - Rigger	25.14
23870 - Scale Mechanic	22.97
23890 - Sheet-Metal Worker	27.84
Maintenance	
23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic	26.22
I	
23932 - Telecommunications Mechanic	27.21
II	
23950 - Telephone Lineman	26.53
23960 - Welder Combination	20.42
Maintenance	
23965 - Well Driller	24.92
23970 - Woodcraft Worker	25.14
23980 - Woodworker	20.39
24000 - Personal Needs Occupations	
24550 - Case Manager	15.12
24570 - Child Care Attendant	10.67
24580 - Child Care Center Clerk	15.39
24610 - Chore Aide	11.62
24620 - Family Readiness And Support	15.12
Services	
Coordinator	
24630 - Homemaker	17.11
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.09
25040 - Sewage Plant Operator	24.70
25070 - Stationary Engineer	28.09
25190 - Ventilation Equipment Tender	21.28
25210 - Water Treatment Plant	24.70
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.47
27007 - Baggage Inspector	14.68
27008 - Corrections Officer	19.99
27010 - Court Security Officer	19.57
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	19.99
27070 - Firefighter	19.31

27101 - Guard I			14.68
27102 - Guard II			16.42
27131 - Police Officer I			23.33
27132 - Police Officer II			25.93
28000 - Recreation Occupations			20.30
28041 - Carnival Equipment Operator			12.02
28042 - Carnival Equipment Repairer			12.86
28043 - Carnival Worker			9.52
28210 - Gate Attendant/Gate Tender			14.09
28310 - Lifeguard			11.34
28350 - Park Attendant (Aide)			15.76
28510 - Recreation Aide/Health			11.50
Facility Attendant			11.50
28515 - Recreation Specialist			19.52
28630 - Sports Official			12.55
28690 - Swimming Pool Operator			20.90
29000 - Stevedoring/Longshoremen			20.90
Occupational Services			
29010 - Blocker And Bracer			24.88
29010 - Blocker And Bracer 29020 - Hatch Tender			24.88
29020 - Hatch Tender 29030 - Line Handler			24.88
29030 - Line Handler 29041 - Stevedore I			
			23.56
29042 - Stevedore II			28.21
30000 - Technical Occupations		0.\	41 70
30010 - Air Traffic Control	(see	∠)	41.70
Specialist Center (HFO)	,	0.	00 75
30011 - Air Traffic Control	(see	∠)	28.75
Specialist Station (HFO)			21 67
30012 - Air Traffic Control			31.67
Specialist Terminal (HFO) (see 2)			17 05
30021 - Archeological Technician I			17.85
30022 - Archeological Technician II			19.88
30023 - Archeological Technician III			25.12
30030 - Cartographic Technician			24.72
30040 - Civil Engineering Technician			27.10
30051 - Cryogenic Technician I			26.98
30052 - Cryogenic Technician II			29.80
30061 - Drafter/CAD Operator I			17.85
30062 - Drafter/CAD Operator II			19.88
30063 - Drafter/CAD Operator III			21.92
30064 - Drafter/CAD Operator IV			26.98
30081 - Engineering Technician I			16.82
30082 - Engineering Technician II			18.89
30083 - Engineering Technician III			21.12
30084 - Engineering Technician IV			26.17
30085 - Engineering Technician V			32.01
30086 - Engineering Technician VI			38.74
30090 - Environmental Technician			24.34
30095 - Evidence Control Specialist			24.36
30210 - Laboratory Technician			21.23

30221 - Latent Fingerprint Technician I	26.98
30222 - Latent Fingerprint	29.80
Technician II	23.00
30240 - Mathematical Technician	24.53
30361 - Paralegal/Legal Assistant I	18.55
30362 - Paralegal/Legal Assistant II	22.98
30363 - Paralegal/Legal Assistant	28.11
III	20.11
30364 - Paralegal/Legal Assistant IV	34.02
30375 - Petroleum Supply Specialist	29.80
30390 - Photo-Optics Technician	24.53
30395 - Radiation Control Technician	29.80
30461 - Technical Writer I	24.95
30462 - Technical Writer II	30.54
30462 - Technical Writer III	36.92
	26.50
30491 - Unexploded Ordnance (UXO) Technician I	26.30
	32.06
30492 - Unexploded Ordnance (UXO) Technician II	32.06
	20 42
30493 - Unexploded Ordnance (UXO)	38.43
Technician III	26 50
30494 - Unexploded (UXO) Safety	26.50
Escort	06.50
30495 - Unexploded (UXO) Sweep	26.50
Personnel	0.6.00
30501 - Weather Forecaster I	26.98
30502 - Weather Forecaster II	32.82
30620 - Weather Observer Combined (see	2) 21.92
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see	2) 24.36
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	32.06
31020 - Bus Aide	17.75
31030 - Bus Driver	24.11
31043 - Driver Courier	14.28
31260 - Parking and Lot Attendant	17.18
31290 - Shuttle Bus Driver	15.55
31310 - Taxi Driver	14.28
31361 - Truckdriver Light	15.39
31362 - Truckdriver Medium	16.50
31363 - Truckdriver Heavy	26.17
31364 - Truckdriver Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.50
99050 - Desk Clerk	11.39
99095 - Embalmer	31.86

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker	12.81
99252 - Laboratory Animal Caretaker II	13.71
99260 - Marketing Analyst	28.08
99310 - Mortician	31.86
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.13
99810 - Sales Clerk	11.96
99820 - School Crossing Guard	14.36
99830 - Survey Party Chief	31.75
99831 - Surveying Aide	18.74
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	16.19
99841 - Vending Machine Repairer	18.10
99842 - Vending Machine Repairer Helper	16.19

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

| Wage Determination No.: 2015-4745

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

Director

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

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

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

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

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

State: Ohio

Area: Ohio Counties of Champaign Darke Logan Preble Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.22
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		24.23
01035 - Court Reporter		19.34
01041 - Customer Service		13.29
Representative I		
01042 - Customer Service		14.56
Representative II		

01043 - Customer Service		16.29
Representative III		10.29
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		21.61
01070 - Document Preparation Clerk		14.38
01090 - Duplicating Machine Operator		14.38
01111 - General Clerk I		13.31
01112 - General Clerk II		14.52
01112 - General Clerk III		16.31
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		11.92
01191 - Messenger Courier 01191 - Order Clerk I		16.02
01191 - Order Clerk I		17.48
01261 - Personnel Assistant		16.71
(Employment) I		10./1
01262 - Personnel Assistant		18.68
(Employment) II		10.00
01263 - Personnel Assistant		20.82
(Employment) III		20.02
01270 - Production Control Clerk		26.64
01270 - Production Control Clerk 01290 - Rental Clerk		14.79
01300 - Scheduler Maintenance		16.60
01311 - Secretary I		16.60
01312 - Secretary II		18.57
01312 - Secretary II 01313 - Secretary III		20.69
01320 - Service Order Dispatcher		19.31
01410 - Supply Technician		24.23
01420 - Survey Worker		17.54
01460 - Switchboard		13.62
Operator/Receptionist		10.02
01531 - Travel Clerk I		13.57
01532 - Travel Clerk II		14.48
01533 - Travel Clerk III		15.35
01611 - Word Processor I		14.78
01612 - Word Processor II		16.60
01613 - Word Processor III		18.56
05000 - Automotive Service Occupations		10.50
05005 - Automobile Body Repairer		19.82
Fiberglass		
_	Electrician	18.81
05040 - Automotive Glass Installer		18.07
05070 - Automotive Worker		18.07
05110 - Mobile Equipment Servicer		16.64
05130 - Motor Equipment Metal		19.53
Mechanic		
05160 - Motor Equipment Metal Worker		18.07
05190 - Motor Vehicle Mechanic		18.64
05220 - Motor Vehicle Mechanic		15.92
Helper		
-		

05250 - Motor Vehicle Upholstery	17.36
Worker 05280 - Motor Vehicle Wrecker	18.07
05200 - Motor Venicle Wrecker 05310 - Painter Automotive	18.81
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	18.07
05370 - Radiator Repair Specialist 05370 - Tire Repairer	17.00
05400 - Transmission Repair	19.53
Specialist	19.55
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.61
07041 - Cook I	13.58
07042 - Cook II	15.31
07070 - Dishwasher	9.62
07130 - Food Service Worker	9.71
07210 - Meat Cutter	16.19
07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And	3.52
Repair Occupations	
09010 - Electrostatic Spray Painter	21.58
09040 - Furniture Handler	15.62
09080 - Furniture Refinisher	21.58
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer Minor	19.92
09130 - Upholsterer	22.25
09130 OpiiO13 Celei	22.20
11000 - General Services And Support	22.20
-	22.20
11000 - General Services And Support	11.73
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles	11.73
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	11.73 12.37
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	11.73 12.37 16.39
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide	11.73 12.37 16.39 14.76
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor	11.73 12.37 16.39 14.76 14.76 14.25 11.49
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	11.73 12.37 16.39 14.76 14.76
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	11.73 12.37 16.39 14.76 14.76 14.25 11.49
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	11.73 12.37 16.39 14.76 14.76 14.25 11.49 13.74 15.71 14.25
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	11.73 12.37 16.39 14.76 14.76 14.25 11.49 13.74 15.71
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	11.73 12.37 16.39 14.76 14.76 14.25 11.49 13.74 15.71 14.25 15.54
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	11.73 12.37 16.39 14.76 14.76 14.25 11.49 13.74 15.71 14.25 15.54
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	11.73 12.37 16.39 14.76 14.76 14.25 11.49 13.74 15.71 14.25 15.54
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12011 - Breath Alcohol Technician 12012 - Certified Occupational	11.73 12.37 16.39 14.76 14.76 14.25 11.49 13.74 15.71 14.25 15.54
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	11.73 12.37 16.39 14.76 14.76 14.25 11.49 13.74 15.71 14.25 15.54
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	11.73 12.37 16.39 14.76 14.76 14.25 11.49 13.74 15.71 14.25 15.54
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	11.73 12.37 16.39 14.76 14.76 14.25 11.49 13.74 15.71 14.25 15.54 16.90 18.87 28.27
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	11.73 12.37 16.39 14.76 14.76 14.25 11.49 13.74 15.71 14.25 15.54 16.90 18.87 28.27 27.15
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	11.73 12.37 16.39 14.76 14.76 14.25 11.49 13.74 15.71 14.25 15.54 16.90 18.87 28.27 27.15
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	11.73 12.37 16.39 14.76 14.76 14.25 11.49 13.74 15.71 14.25 15.54 16.90 18.87 28.27 27.15 19.51 33.24 26.81
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	11.73 12.37 16.39 14.76 14.76 14.25 11.49 13.74 15.71 14.25 15.54 16.90 18.87 28.27 27.15

12040 - Emergency Medical Technician	16.90
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.13
12073 - Licensed Practical Nurse III	23.56
12100 - Medical Assistant	15.67
12130 - Medical Laboratory	26.87
Technician	
12160 - Medical Record Clerk	17.01
12190 - Medical Record Technician	19.14
12195 - Medical Transcriptionist	16.87
12210 - Nuclear Medicine	40.93
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	21.20
12236 - Optical Technician	16.87
12250 - Pharmacy Technician	15.07
12280 - Phlebotomist	15.29
12305 - Radiologic Technologist	27.31
12311 - Registered Nurse I	24.00
12312 - Registered Nurse II	29.36
12313 - Registered Nurse II	29.36
Specialist	
12314 - Registered Nurse III	35.53
12315 - Registered Nurse III	35.53
Anesthetist	
12316 - Registered Nurse IV	42.58
12317 - Scheduler (Drug and Alcohol	23.37
Testing)	
12320 - Substance Abuse Treatment	21.08
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.15
13012 - Exhibits Specialist II	24.96
13013 - Exhibits Specialist III	30.53
13041 - Illustrator I	22.55
13042 - Illustrator II	27.93
13043 - Illustrator III	34.16
13047 - Librarian	28.17
13050 - Library Aide/Clerk	12.72
13054 - Library Information	24.18
Technology Systems	
Administrator	
13058 - Library Technician	16.02
13061 - Media Specialist I	17.55
13062 - Media Specialist II	19.62
13063 - Media Specialist III	21.89

400-4			45 05
13071 - Photographer I			17.27
13072 - Photographer II			19.31
13073 - Photographer III			23.92
13074 - Photographer IV			29.26
13075 - Photographer V			35.41
13090 - Technical Order Library			15.98
Clerk			
13110 - Video Teleconference			18.20
Technician			
14000 - Information Technology			
Occupations			
14041 - Computer Operator I			16.97
14042 - Computer Operator II			18.98
14043 - Computer Operator III			21.16
14044 - Computer Operator IV			23.51
14045 - Computer Operator V			26.04
14071 - Computer Programmer I	(see	1)	25.51
14072 - Computer Programmer II	(see	1)	
14073 - Computer Programmer III	(see		
14074 - Computer Programmer IV	(see	•	
14101 - Computer Systems Analyst I	(see	•	
14102 - Computer Systems Analyst II	(see		
14103 - Computer Systems Analyst III	(see	•	
14150 - Peripheral Equipment	(500)	± /	16.97
Operator			10.57
14160 - Personal Computer Support			23.51
Technician			23.31
14170 - System Support Specialist			27.76
15000 - Instructional Occupations			21.10
15010 - Aircrew Training Devices			30.08
Instructor (Non-Rated)			30.00
·			26 20
15020 - Aircrew Training Devices			36.39
Instructor (Rated)			10 10
15030 - Air Crew Training Devices			42.16
Instructor (Pilot)			20.00
15050 - Computer Based Training			30.08
Specialist / Instructor			
15060 - Educational Technologist			35.20
15070 - Flight Instructor (Pilot)			42.16
15080 - Graphic Artist			22.43
15085 - Maintenance Test Pilot Fixed			40.74
Jet/Prop			
15086 - Maintenance Test Pilot			40.74
Rotary Wing			
15088 - Non-Maintenance Test/Co-			40.74
Pilot			
15090 - Technical Instructor			22.21
15095 - Technical Instructor/Course			27.17
Developer			
15110 - Test Proctor			17.93

15120 - Tutor	17.93
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.17
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.09
16220 - Tailor	15.02
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.23
Room)	
19040 - Tool And Die Maker	25.79
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.07
21030 - Material Coordinator	26.64
21040 - Material Expediter	26.64
21050 - Material Handling Laborer	17.65
21071 - Order Filler	14.50
21080 - Production Line Worker (Food	18.07
Processing)	
21110 - Shipping Packer	17.59
21130 - Shipping/Receiving Clerk	17.59
21140 - Store Worker I	15.74
21150 - Stock Clerk	20.28
21210 - Tools And Parts Attendant	18.07
21410 - Warehouse Specialist	18.07
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.10
23019 - Aircraft Logs and Records	21.69
Technician	
23021 - Aircraft Mechanic I	25.14
23022 - Aircraft Mechanic II	26.10
23023 - Aircraft Mechanic III	27.10
23040 - Aircraft Mechanic Helper	19.05
23050 - Aircraft Painter	24.21
23060 - Aircraft Servicer	21.69
23070 - Aircraft Survival Flight	24.21
Equipment Technician	
23080 - Aircraft Worker	22.97

23091 - Aircrew Life Support	22.97
Equipment (ALSE) Mechanic	
-	25.14
23092 - Aircrew Life Support	23.14
Equipment (ALSE) Mechanic	
	22.78
23110 - Appliance Mechanic 23120 - Bicycle Repairer	20.39
23125 - Cable Splicer	31.43
23130 - Carpenter Maintenance	22.50
23140 - Carpet Layer	22.97
23140 - Carpet Hayer 23160 - Electrician Maintenance	26.68
23181 - Electrician Maintenance 23181 - Electronics Technician	27.72
Maintenance I	21.12
23182 - Electronics Technician	29.19
Maintenance II	29.19
23183 - Electronics Technician	30.34
Maintenance III	30.34
23260 - Fabric Worker	21.69
	25.14
23290 - Fire Alarm System Mechanic	20.39
23310 - Fire Extinguisher Repairer	
23311 - Fuel Distribution System	32.32
Mechanic	26.71
23312 - Fuel Distribution System	20.71
Operator	21.19
23370 - General Maintenance Worker	
23380 - Ground Support Equipment	25.14
Mechanic	21 (0
23381 - Ground Support Equipment	21.69
Servicer	22.97
23382 - Ground Support Equipment Worker	22.91
23391 - Gunsmith I	20.39
23391 - Gunsmith I	20.39
23392 - Gunsmith III	25.14
23410 - Heating Ventilation And Air-	23.29
Conditioning Mechanic	
23411 - Heating Ventilation And Air	24.19
Contidioning	24.19
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.02
	25.31
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	25.14
23465 - Laboratory/Shelter Mechanic	24.21
23470 - Laboratory/Shelter Mechanic	16.02
23470 - Laborer 23510 - Locksmith	24.21
23530 - Machinery Maintenance Mechanic	26.08
23550 - Machinist Maintenance	21 00
25550 - Machinist Maintenance	21.89

23580 - Maintenance Trades Helper	16.60
23591 - Metrology Technician I	25.14
23592 - Metrology Technician II	26.10
23593 - Metrology Technician III	27.10
23640 - Millwright	30.74
23710 - Office Appliance Repairer	20.32
23760 - Painter Maintenance	21.44
23790 - Pipefitter Maintenance	24.78
23810 - Plumber Maintenance	23.85
23820 - Pneudraulic Systems Mechanic	25.14
23850 - Rigger	25.14
23870 - Scale Mechanic	22.97
23890 - Sheet-Metal Worker	28.46
Maintenance	
23910 - Small Engine Mechanic	17.14
23931 - Telecommunications Mechanic	26.22
I	20.22
23932 - Telecommunications Mechanic	27.21
II	21.21
23950 - Telephone Lineman	26.53
23960 - Welder Combination	20.42
Maintenance	20.42
23965 - Well Driller	24.92
23970 - Well Diller 23970 - Woodcraft Worker	25.14
23980 - Woodworker	20.39
24000 - Personal Needs Occupations	20.39
24550 - Case Manager	15.12
24570 - Case Manager 24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	14.92
24610 - Chore Aide	11.62
24620 - Family Readiness And Support	15.12
Services	10.12
Coordinator	
24630 - Homemaker	15.80
25000 - Plant And System Operations	13.00
Occupations	
25010 - Boiler Tender	28.09
25010 - Boller Tender 25040 - Sewage Plant Operator	24.70
	28.09
25070 - Stationary Engineer	21.28
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	
	24.70
Operator	
27000 - Protective Service Occupations	01 47
27004 - Alarm Monitor	21.47
27007 - Baggage Inspector	14.68
27008 - Corrections Officer	23.27
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.82
27040 - Detention Officer	23.27
27070 - Firefighter	22.55

27101 - Guard I			14.68
27101 - Guard I 27102 - Guard II			17.82
27102 - Guard II 27131 - Police Officer I			
			25.19
27132 - Police Officer II			27.99
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.98
28042 - Carnival Equipment Repairer			13.34
28043 - Carnival Worker			11.15
28210 - Gate Attendant/Gate Tender			14.09
28310 - Lifeguard			12.03
28350 - Park Attendant (Aide)			15.76
28510 - Recreation Aide/Health			11.50
Facility Attendant			
28515 - Recreation Specialist			19.52
28630 - Sports Official			12.55
28690 - Swimming Pool Operator			18.63
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.63
29020 - Hatch Tender			25.63
29030 - Line Handler			25.63
29041 - Stevedore I			24.40
29042 - Stevedore II			26.84
30000 - Technical Occupations			20.04
30010 - Air Traffic Control	(000	2)	41 70
	(see	۷)	41.70
Specialist Center (HFO)	1	21	00 75
30011 - Air Traffic Control	(see	2)	28.75
Specialist Station (HFO)			04 68
30012 - Air Traffic Control			31.67
Specialist Terminal (HFO) (see 2)			1000
30021 - Archeological Technician I			18.39
30022 - Archeological Technician II			20.58
30023 - Archeological Technician III			25.49
30030 - Cartographic Technician			25.49
30040 - Civil Engineering Technician			27.10
30051 - Cryogenic Technician I			26.98
30052 - Cryogenic Technician II			29.80
30061 - Drafter/CAD Operator I			18.39
30062 - Drafter/CAD Operator II			20.58
30063 - Drafter/CAD Operator III			22.94
30064 - Drafter/CAD Operator IV			29.65
30081 - Engineering Technician I			16.82
30082 - Engineering Technician II			18.89
30083 - Engineering Technician III			21.12
30084 - Engineering Technician IV			26.17
30085 - Engineering Technician V			32.01
30086 - Engineering Technician VI			38.74
30090 - Environmental Technician			23.95
30095 - Evidence Control Specialist			24.36
30210 - Laboratory Technician			21.24
ctito mascratory recimireran			1

30221 - Latent Fingerprint Technician I	26.98
30222 - Latent Fingerprint	29.80
Technician II	29.00
30240 - Mathematical Technician	25.49
30361 - Paralegal/Legal Assistant I	19.22
30362 - Paralegal/Legal Assistant II	23.81
30363 - Paralegal/Legal Assistant	31.43
III	31.43
30364 - Paralegal/Legal Assistant IV	37.70
30375 - Petroleum Supply Specialist	29.80
30390 - Photo-Optics Technician	25.49
30395 - Radiation Control Technician	29.80
30461 - Technical Writer I	24.34
30462 - Technical Writer II	29.77
30463 - Technical Writer III	36.01
30491 - Unexploded Ordnance (UXO)	26.50
Technician I	20.50
30492 - Unexploded Ordnance (UXO)	32.06
Technician II	32.00
30493 - Unexploded Ordnance (UXO)	38.43
Technician III	30.43
30494 - Unexploded (UXO) Safety	26.50
Escort	20.50
30495 - Unexploded (UXO) Sweep	26.50
Personnel	20.50
30501 - Weather Forecaster I	26.98
30502 - Weather Forecaster II	32.82
30620 - Weather Observer Combined (see 2)	22.94
Upper Air Or	22.94
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.36
31000 - Transportation/Mobile	24.50
Equipment Operation Occupations	
31010 - Airplane Pilot	32.06
31020 - Bus Aide	16.41
31030 - Bus Driver	23.68
31043 - Driver Courier	17.02
31260 - Parking and Lot Attendant	13.74
31290 - Shuttle Bus Driver	18.11
31310 - Taxi Driver	12.72
31361 - Taxi Driver 31361 - Truckdriver Light	18.11
31362 - Truckdriver Light 31362 - Truckdriver Medium	18.43
31362 - Truckdriver Medium 31363 - Truckdriver Heavy	26.17
31364 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	26.17
	20.1/
99000 - Miscellaneous Occupations	15.63
99020 - Cabin Safety Specialist 99030 - Cashier	
99050 - Cashier 99050 - Desk Clerk	10.50
	11.06
99095 - Embalmer	34.47

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker	13.04
99252 - Laboratory Animal Caretaker II	13.87
99260 - Marketing Analyst	28.08
99310 - Mortician	34.47
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.13
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	14.22
99830 - Survey Party Chief	29.13
99831 - Surveying Aide	14.97
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	16.25
99841 - Vending Machine Repairer	18.30
99842 - Vending Machine Repairer Helper	16.25

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

| Wage Determination No.: 2015-4747

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

Director

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

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

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

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

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

State: Ohio

Area: Ohio Counties of Auglaize Hancock Hardin Mercer Putnam Van Wert

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.22
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		23.75
01035 - Court Reporter		18.56
01041 - Customer Service		13.29
Representative I		
01042 - Customer Service		14.56
Representative II		

31

01043 - Customer Service	16.29
Representative III	
01051 - Data Entry Operator I	14.96
01052 - Data Entry Operator II	16.32
01060 - Dispatcher Motor Vehicle	21.61
01070 - Document Preparation Clerk	14.38
01090 - Duplicating Machine Operator	14.38
01111 - General Clerk I	13.31
01112 - General Clerk II	14.52
01113 - General Clerk III	16.31
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	11.92
01191 - Order Clerk I	16.02
01192 - Order Clerk II	17.48
01261 - Personnel Assistant	16.71
(Employment) I	
01262 - Personnel Assistant	18.68
(Employment) II	
01263 - Personnel Assistant	20.82
(Employment) III	
01270 - Production Control Clerk	26.64
01290 - Rental Clerk	13.84
01300 - Scheduler Maintenance	16.60
01311 - Secretary I	16.60
01312 - Secretary II	18.56
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	19.31
01410 - Supply Technician	23.75
01420 - Survey Worker	15.30
01460 - Switchboard	13.62
Operator/Receptionist	
01531 - Travel Clerk I	13.57
01532 - Travel Clerk II	14.48
01533 - Travel Clerk III	15.35
01611 - Word Processor I	14.78
01612 - Word Processor II	16.60
01613 - Word Processor III	18.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.85
Fiberglass	
05010 - Automotive Electrician	
05040 - Automotive Glass Installer	20.09
05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.71
05130 - Motor Equipment Metal	21.44
Mechanic	10.00
05160 - Motor Equipment Metal Worker	19.99
05190 - Motor Vehicle Mechanic	21.85
05220 - Motor Vehicle Mechanic	17.98
Helper	

05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter Automotive	20.78
05340 - Radiator Repair Specialist	20.09
05370 - Radiator Repair Specialist	17.00
05400 - Transmission Repair	21.44
Specialist	21.41
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.21
07041 - Cook I	13.58
07042 - Cook II	15.31
07070 - Dishwasher	9.62
07130 - Food Service Worker	9.48
07210 - Meat Cutter	16.19
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.30
09040 - Furniture Handler	16.18
09080 - Furniture Refinisher	23.30
09090 - Furniture Refinisher Helper	18.33
09110 - Furniture Repairer Minor	21.12
09130 - Upholsterer	23.30
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.18
11060 - Elevator Operator	12.37
11090 - Gardener	16.39
11122 - Housekeeping Aide	12.37
11150 - Janitor	12.37
11210 - Laborer Grounds Maintenance	13.19
11240 - Maid or Houseman	11.49
11260 - Pruner	12.13
11270 - Tractor Operator 11330 - Trail Maintenance Worker	15.32 13.19
11360 - Window Cleaner	13.45
12000 - Window Cleaner 12000 - Health Occupations	13.43
12010 - Ambulance Driver	18.48
12010 Immuration Silver	18.87
12012 - Certified Occupational	28.27
Therapist Assistant	
12015 - Certified Physical Therapist	27.15
Assistant	
12020 - Dental Assistant	19.51
12025 - Dental Hygienist	32.90
12030 - EKG Technician	26.81
12035 - Electroneurodiagnostic	26.81
Technologist	

12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	16.87
12072 - Licensed Practical Nurse II	18.87
12073 - Licensed Practical Nurse III	21.03
12100 - Medical Assistant	15.67
12130 - Medical Laboratory	26.87
Technician	
12160 - Medical Record Clerk	17.01
12190 - Medical Record Technician	19.14
12195 - Medical Transcriptionist	16.87
12210 - Nuclear Medicine	40.93
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	21.20
12236 - Optical Technician	16.87
12250 - Pharmacy Technician	15.07
12280 - Phlebotomist	15.29
12305 - Radiologic Technologist	27.31
12311 - Registered Nurse I	24.00
12312 - Registered Nurse II	29.36
12313 - Registered Nurse II	29.36
Specialist	
12314 - Registered Nurse III	35.53
12315 - Registered Nurse III	35.53
Anesthetist	
12316 - Registered Nurse IV	42.58
12317 - Scheduler (Drug and Alcohol	23.37
Testing)	
12320 - Substance Abuse Treatment	21.08
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.23
13012 - Exhibits Specialist II	22.58
13013 - Exhibits Specialist III	27.62
13041 - Illustrator I	18.23
13042 - Illustrator II	22.58
13043 - Illustrator III	27.62
13047 - Librarian	25.01
13050 - Library Aide/Clerk	13.86
13054 - Library Information	22.58
Technology Systems	
Administrator	
13058 - Library Technician	16.63
13061 - Media Specialist I	15.82
13062 - Media Specialist II	16.63
13063 - Media Specialist III	18.55

13071 - Photographer I	17.27
13072 - Photographer II	19.31
13073 - Photographer III	23.92
13074 - Photographer IV	29.26
13075 - Photographer V	35.41
13090 - Technical Order Library	15.98
Clerk	
13110 - Video Teleconference	16.63
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.17
14042 - Computer Operator II	18.10
14043 - Computer Operator III	20.15
14044 - Computer Operator IV	23.51
14045 - Computer Operator V	26.04
14071 - Computer Programmer I (see 1)	22.07
14072 - Computer Programmer II (see 1)	27.39
14073 - Computer Programmer III (see 1)	27.03
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	16.17
Operator	
14160 - Personal Computer Support	24.13
Technician	
14170 - System Support Specialist	27.76
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.09
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.00
Instructor (Rated)	
15030 - Air Crew Training Devices	40.74
Instructor (Pilot)	
15050 - Computer Based Training	28.09
Specialist / Instructor	
15060 - Educational Technologist	35.20
15070 - Flight Instructor (Pilot)	40.74
15080 - Graphic Artist	25.74
15085 - Maintenance Test Pilot Fixed	40.74
Jet/Prop	
15086 - Maintenance Test Pilot	40.74
Rotary Wing	
15088 - Non-Maintenance Test/Co-	40.74
Pilot	
15090 - Technical Instructor	22.21
15095 - Technical Instructor/Course	27.17
Developer	
15110 - Test Proctor	17.93

15120 - Tutor	17.93
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.17
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.09
16220 - Tailor	15.02
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.23
Room)	
19040 - Tool And Die Maker	25.79
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.07
21030 - Material Coordinator	26.64
21040 - Material Expediter	26.64
21050 - Material Handling Laborer	16.02
21071 - Order Filler	13.00
21080 - Production Line Worker (Food	18.07
Processing)	
21110 - Shipping Packer	17.59
21130 - Shipping/Receiving Clerk	17.59
21140 - Store Worker I	15.74
21150 - Stock Clerk	20.28
21210 - Tools And Parts Attendant	18.07
21410 - Warehouse Specialist	18.07
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.10
23019 - Aircraft Logs and Records	21.69
Technician	
23021 - Aircraft Mechanic I	25.14
23022 - Aircraft Mechanic II	26.10
23023 - Aircraft Mechanic III	27.10
23040 - Aircraft Mechanic Helper	19.05
23050 - Aircraft Painter	24.21
23060 - Aircraft Servicer	21.69
23070 - Aircraft Survival Flight	24.21
Equipment Technician	•
23080 - Aircraft Worker	22.97
	,

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	22.97
I	
23092 - Aircrew Life Support	25.14
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.98
23120 - Bicycle Repairer	20.39
23125 - Cable Splicer	31.05
23130 - Carpenter Maintenance	22.50
23140 - Carpet Layer	22.97
23160 - Electrician Maintenance	26.68
23181 - Electronics Technician	27.72
Maintenance I	00.10
23182 - Electronics Technician	29.19
Maintenance II	
23183 - Electronics Technician	30.34
Maintenance III	
23260 - Fabric Worker	21.69
23290 - Fire Alarm System Mechanic	25.14
23310 - Fire Extinguisher Repairer	20.39
23311 - Fuel Distribution System	31.22
Mechanic	
23312 - Fuel Distribution System	25.41
Operator	
23370 - General Maintenance Worker	21.19
23380 - Ground Support Equipment	25.14
Mechanic	
23381 - Ground Support Equipment	21.69
Servicer	
23382 - Ground Support Equipment	22.97
Worker	
23391 - Gunsmith I	20.39
23392 - Gunsmith II	22.97
23393 - Gunsmith III	25.14
23410 - Heating Ventilation And Air-	23.29
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.19
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.02
23440 - Heavy Equipment Operator	25.19
23460 - Instrument Mechanic	25.14
23465 - Laboratory/Shelter Mechanic	24.21
23470 - Laborer	16.02
23510 - Locksmith	24.21
23530 - Machinery Maintenance	28.00
Mechanic	
23550 - Machinist Maintenance	21.89

23580 - Maintenance Trades Helper	16.94
23591 - Metrology Technician I	25.14
23592 - Metrology Technician II	26.10
23593 - Metrology Technician III	27.10
23640 - Millwright	30.20
23710 - Office Appliance Repairer	21.18
23760 - Painter Maintenance	21.44
23790 - Pipefitter Maintenance	24.78
23810 - Plumber Maintenance	23.85
23820 - Pneudraulic Systems Mechanic	25.14
23850 - Rigger	25.14
23870 - Scale Mechanic	22.97
23890 - Sheet-Metal Worker	29.39
Maintenance	
23910 - Small Engine Mechanic	18.61
23931 - Telecommunications Mechanic	26.22
I	
23932 - Telecommunications Mechanic	27.21
II	
23950 - Telephone Lineman	26.53
23960 - Welder Combination	20.42
Maintenance	
23965 - Well Driller	24.92
23970 - Woodcraft Worker	25.14
23980 - Woodworker	20.39
24000 - Personal Needs Occupations	
24550 - Case Manager	15.12
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	11.62
24620 - Family Readiness And Support	15.12
Services	
Coordinator	
24630 - Homemaker	15.12
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.09
25040 - Sewage Plant Operator	24.70
25070 - Stationary Engineer	28.09
25190 - Ventilation Equipment Tender	21.28
25210 - Water Treatment Plant	24.70
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.47
27007 - Baggage Inspector	14.68
27008 - Corrections Officer	20.62
27010 - Court Security Officer	19.57
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	20.62
27070 - Firefighter	19.55

27101 - Guard I			14.68
27102 - Guard II			16.42
27131 - Police Officer I			23.33
27132 - Police Officer II			25.93
28000 - Recreation Occupations			20.33
28041 - Carnival Equipment Operator			12.02
28042 - Carnival Equipment Repairer			12.86
28043 - Carnival Worker			9.52
28210 - Gate Attendant/Gate Tender			14.09
28310 - Lifeguard			12.03
28350 - Park Attendant (Aide)			15.76
28510 - Recreation Aide/Health			11.50
Facility Attendant			11.00
28515 - Recreation Specialist			19.52
28630 - Sports Official			12.55
28690 - Swimming Pool Operator			15.75
29000 - Stevedoring/Longshoremen			13.75
Occupational Services			
29010 - Blocker And Bracer			24.24
29020 - Hatch Tender			24.24
29030 - Line Handler			24.24
29041 - Stevedore I			22.89
29042 - Stevedore II			25.51
30000 - Technical Occupations			23.31
30010 - Air Traffic Control	(see	2)	41.70
Specialist Center (HFO)	(500	۷)	41.70
30011 - Air Traffic Control	(see	2)	28.75
Specialist Station (HFO)	(300	۷)	20.75
30012 - Air Traffic Control			31.67
Specialist Terminal (HFO) (see 2)			31.07
30021 - Archeological Technician I			17.59
30022 - Archeological Technician II			19.66
30023 - Archeological Technician III			24.36
30030 - Cartographic Technician			24.36
30040 - Civil Engineering Technician			27.10
30051 - Cryogenic Technician I			26.98
30052 - Cryogenic Technician II			29.80
30061 - Drafter/CAD Operator I			17.59
30062 - Drafter/CAD Operator II			19.66
30062 - Diarter/CAD Operator III			21.92
30064 - Drafter/CAD Operator IV			26.98
30081 - Engineering Technician I			16.82
30082 - Engineering Technician II			18.89
30082 - Engineering Technician III			21.12
30084 - Engineering Technician IV			26.17
30085 - Engineering Technician V			32.01
30086 - Engineering Technician VI			38.74
30000 - Engineering Technician VI 30090 - Environmental Technician			24.18
30095 - Environmental Technician 30095 - Evidence Control Specialist			24.16
-			
30210 - Laboratory Technician			22.89

20001 Toback Birmannink	26 00
30221 - Latent Fingerprint Technician I	26.98
30222 - Latent Fingerprint	29.80
Technician II	23.00
30240 - Mathematical Technician	24.36
30361 - Paralegal/Legal Assistant I	18.55
30362 - Paralegal/Legal Assistant II	22.98
30363 - Paralegal/Legal Assistant	28.11
III	
30364 - Paralegal/Legal Assistant IV	34.02
30375 - Petroleum Supply Specialist	29.80
30390 - Photo-Optics Technician	24.36
30395 - Radiation Control Technician	29.80
30461 - Technical Writer I	24.34
30462 - Technical Writer II	29.77
30463 - Technical Writer III	36.01
30491 - Unexploded Ordnance (UXO)	26.50
Technician I	
30492 - Unexploded Ordnance (UXO)	32.06
Technician II	
30493 - Unexploded Ordnance (UXO)	38.43
Technician III	
30494 - Unexploded (UXO) Safety	26.50
Escort	
30495 - Unexploded (UXO) Sweep	26.50
Personnel	
30501 - Weather Forecaster I	26.98
30502 - Weather Forecaster II	32.82
30620 - Weather Observer Combined (see 2)	21.92
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.36
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	32.06
31020 - Bus Aide	14.34
31030 - Bus Driver	19.57
31043 - Driver Courier	13.26
31260 - Parking and Lot Attendant	15.17
31290 - Shuttle Bus Driver	13.19
31310 - Taxi Driver	13.88
31361 - Truckdriver Light	14.19
31362 - Truckdriver Medium	15.00
31363 - Truckdriver Heavy	26.17
31364 - Truckdriver Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	1 5 6 2
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.50
99050 - Desk Clerk 99095 - Embalmer	11.01 31.86
14141114	4 1 V 6

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker	20.58
99252 - Laboratory Animal Caretaker	22.02
99260 - Marketing Analyst	28.08
99310 - Mortician	31.86
99410 - Pest Controller	24.80
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.13
99810 - Sales Clerk	11.96
99820 - School Crossing Guard	15.98
99830 - Survey Party Chief	31.69
99831 - Surveying Aide	16.71
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	15.94
99841 - Vending Machine Repairer	19.86
99842 - Vending Machine Repairer Helper	15.94

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4749

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

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

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

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

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

State: Ohio

Area: Ohio County of Henry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.22
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		24.23
01035 - Court Reporter		22.78
01041 - Customer Service		13.29
Representative I		
01042 - Customer Service		14.56
Representative II		

01043 - Customer Service Representative III		16.29
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		21.61
01070 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk		14.38
01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator		14.38
01111 - General Clerk I		13.31
01112 - General Clerk II		14.52
01113 - General Clerk III		16.31
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		12.61
01191 - Order Clerk I		16.02
01192 - Order Clerk II		17.48
01261 - Personnel Assistant		16.71
(Employment) I		
01262 - Personnel Assistant		18.68
(Employment) II		
01263 - Personnel Assistant		20.82
(Employment) III		
01270 - Production Control Clerk		26.64
01290 - Rental Clerk		11.90
01300 - Scheduler Maintenance		16.60
01311 - Secretary I		16.60
01312 - Secretary II		18.56
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		19.31
01410 - Supply Technician		24.23
01420 - Survey Worker		15.30
01460 - Switchboard		13.62
Operator/Receptionist		
01531 - Travel Clerk I		13.57
01532 - Travel Clerk II		14.48
01533 - Travel Clerk III		15.35
01611 - Word Processor I		14.78
01612 - Word Processor II		16.60
01613 - Word Processor III		18.56
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		19.69
Fiberglass		
05010 - Automotive	Electrician	18.56
05040 - Automotive Glass Installer		17.96
05070 - Automotive Worker		17.96
05110 - Mobile Equipment Servicer		16.78
05130 - Motor Equipment Metal		21.00
Mechanic		
05160 - Motor Equipment Metal Worker		19.75
05190 - Motor Vehicle Mechanic		18.64
05220 - Motor Vehicle Mechanic		16.19
Helper		
•		

Worker
05310 - Painter Automotive 18.56
05340 - Radiator Repair Specialist 19.75 05370 - Tire Repairer 17.00 05400 - Transmission Repair 19.15 Specialist 19.15 Specialist 19.00 19.15 Specialist 19.00 19
05370 - Tire Repairer 17.00 05400 - Transmission Repair 19.15 Specialist
19.15 Specialist 19.15 Specialist 19.1000 - Food Preparation And Service 19.1000 - Food Preparation And Service 19.1000 - Baker 12.61 13.58
Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 12.61 07041 - Cook I 13.58 07042 - Cook II 15.31 07070 - Dishwasher 9.62 07130 - Food Service Worker 9.48 07210 - Meat Cutter 16.19 07260 - Waiter/Waitress 9.41 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 21.40 09040 - Furniture Handler 16.25 09080 - Furniture Refinisher 21.40 09090 - Furniture Refinisher 18.66 09110 - Furniture Refinisher Helper 18.66 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11.73 11060 - Elevator Operator 12.37 11210 - Gardener 12.37 11150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
07000 - Food Preparation And Service Occupations 07010 - Baker 12.61 07041 - Cook I 13.58 07042 - Cook II 15.31 07070 - Dishwasher 9.62 07130 - Food Service Worker 9.48 07210 - Meat Cutter 16.19 07260 - Waiter/Waitress 9.41 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 21.40 09040 - Furniture Handler 16.25 09080 - Furniture Refinisher 21.40 09090 - Furniture Refinisher Helper 18.66 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support 20.00 0ccupations 11.73 11030 - Cleaner Vehicles 11.73 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 11150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
Occupations 12.61 07010 - Baker 12.61 07041 - Cook I 13.58 07042 - Cook II 15.31 07070 - Dishwasher 9.62 07130 - Food Service Worker 9.48 07210 - Meat Cutter 16.19 07260 - Waiter/Waitress 9.41 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 21.40 09040 - Furniture Handler 16.25 09080 - Furniture Refinisher 21.40 09090 - Furniture Refinisher Helper 18.66 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 11250 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
07010 - Baker
07041 - Cook I 13.58 07042 - Cook II 15.31 07070 - Dishwasher 9.62 07130 - Food Service Worker 9.48 07210 - Meat Cutter 16.19 07260 - Waiter/Waitress 9.41 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 21.40 09040 - Furniture Handler 16.25 09080 - Furniture Refinisher 21.40 09090 - Furniture Repairer Minor 20.00 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
07042 - Cook II 15.31 07070 - Dishwasher 9.62 07130 - Food Service Worker 9.48 07210 - Meat Cutter 16.19 07260 - Waiter/Waitress 9.41 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 21.40 09040 - Furniture Handler 16.25 09080 - Furniture Refinisher 21.40 09090 - Furniture Repairer Minor 20.00 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
07070 - Dishwasher 9.62 07130 - Food Service Worker 9.48 07210 - Meat Cutter 16.19 07260 - Waiter/Waitress 9.41 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 21.40 09040 - Furniture Handler 16.25 09080 - Furniture Refinisher 21.40 09090 - Furniture Refinisher Helper 18.66 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
07130 - Food Service Worker 9.48 07210 - Meat Cutter 16.19 07260 - Waiter/Waitress 9.41 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 21.40 09040 - Furniture Handler 16.25 09080 - Furniture Refinisher 21.40 09090 - Furniture Refinisher Helper 18.66 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
07210 - Meat Cutter 16.19 07260 - Waiter/Waitress 9.41 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 21.40 09040 - Furniture Handler 16.25 09080 - Furniture Refinisher 21.40 09090 - Furniture Refinisher Helper 18.66 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
07260 - Waiter/Waitress 9.41 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 21.40 09040 - Furniture Handler 16.25 09080 - Furniture Refinisher 21.40 09090 - Furniture Refinisher Helper 18.66 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 21.40 09040 - Furniture Handler 16.25 09080 - Furniture Refinisher 21.40 09090 - Furniture Refinisher Helper 18.66 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 11150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
Repair Occupations 21.40 09010 - Electrostatic Spray Painter 21.40 09040 - Furniture Handler 16.25 09080 - Furniture Refinisher 21.40 09090 - Furniture Refinisher Helper 18.66 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support 20.00 Occupations 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
09010 - Electrostatic Spray Painter 21.40 09040 - Furniture Handler 16.25 09080 - Furniture Refinisher 21.40 09090 - Furniture Refinisher Helper 18.66 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
09040 - Furniture Handler 16.25 09080 - Furniture Refinisher 21.40 09090 - Furniture Refinisher Helper 18.66 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
09080 - Furniture Refinisher 21.40 09090 - Furniture Refinisher Helper 18.66 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11.73 11030 - Cleaner Vehicles 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
09090 - Furniture Refinisher Helper 18.66 09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11.73 11030 - Cleaner Vehicles 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
09110 - Furniture Repairer Minor 20.00 09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
09130 - Upholsterer 21.40 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
Occupations 11030 - Cleaner Vehicles 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 1150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
11030 - Cleaner Vehicles 11.73 11060 - Elevator Operator 12.37 11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 11150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
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11090 - Gardener 16.39 11122 - Housekeeping Aide 12.37 11150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
11122 - Housekeeping Aide 12.37 11150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
11150 - Janitor 12.37 11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
11210 - Laborer Grounds Maintenance 13.19 11240 - Maid or Houseman 11.49
11240 - Maid or Houseman 11.49
11280 - Priiner
11270 - Tractor Operator 15.32
11330 - Trail Maintenance Worker 13.19
11360 - Window Cleaner 13.45
12000 - Health Occupations
12010 - Ambulance Driver 16.90
12010 Amburance Driver 12011 - Breath Alcohol Technician 18.87
12012 - Certified Occupational 28.27
Therapist Assistant
12015 - Certified Physical Therapist 27.15
Assistant
12020 - Dental Assistant 19.51
12025 - Dental Hygienist 32.90
12030 - EKG Technician 26.81
12035 - Electroneurodiagnostic 26.81
Technologist

12040 - Emergency Medical Technician	16.90
12071 - Licensed Practical Nurse I	16.87
12072 - Licensed Practical Nurse II	18.87
12073 - Licensed Practical Nurse III	21.03
12100 - Medical Assistant	15.67
12130 - Medical Laboratory	26.87
Technician	
12160 - Medical Record Clerk	17.01
12190 - Medical Record Technician	19.14
12195 - Medical Transcriptionist	16.87
12210 - Nuclear Medicine	40.93
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	21.20
12236 - Optical Technician	16.87
12250 - Pharmacy Technician	15.07
12280 - Phlebotomist	15.29
12305 - Radiologic Technologist	27.31
12311 - Registered Nurse I	24.00
12312 - Registered Nurse II	29.36
12313 - Registered Nurse II	29.36
Specialist	
12314 - Registered Nurse III	35.53
12315 - Registered Nurse III	35.53
Anesthetist	
12316 - Registered Nurse IV	42.58
12317 - Scheduler (Drug and Alcohol	23.37
Testing)	
12320 - Substance Abuse Treatment	21.08
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.52
13012 - Exhibits Specialist II	24.20
13013 - Exhibits Specialist III	29.60
13041 - Illustrator I	19.52
13042 - Illustrator II	24.20
13043 - Illustrator III	29.60
13047 - Librarian	26.79
13050 - Library Aide/Clerk	11.76
13054 - Library Information	24.20
Technology Systems	
Administrator	
13058 - Library Technician	16.32
13061 - Media Specialist I	17.46
13062 - Media Specialist II	19.52
13063 - Media Specialist III	21.78
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13072 - Photographer II		
13073 - Photographer III	13071 - Photographer I	17.27
13074 - Photographer IV	13072 - Photographer II	19.31
13075 - Photographer V 15.98	13073 - Photographer III	23.92
13090 - Technical Order Library 15.98	13074 - Photographer IV	29.26
Clerk	13075 - Photographer V	35.41
13110 - Video Teleconference 19.85	13090 - Technical Order Library	15.98
Technician 14000 - Information Technology Occupations 14041 - Computer Operator I	Clerk	
14000 - Information Technology	13110 - Video Teleconference	19.85
14041 - Computer Operator I 16.97	Technician	
14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14043 - Computer Operator III 14044 - Computer Operator IV 23.51 14045 - Computer Operator V 26.04 14071 - Computer Programmer I (see 1) 14072 - Computer Programmer II (see 1) 14073 - Computer Programmer III (see 1) 14074 - Computer Programmer IV (see 1) 14101 - Computer Systems Analyst I (see 1) 14102 - Computer Systems Analyst II (see 1) 14103 - Computer Systems Analyst III (see 1) 14100 - Peripheral Equipment (see 1) 14150 - Peripheral Equipment 27.66 Technician 14170 - System Support Specialist 27.76 15000 - Instructional Occupations 15010 - Aircrew Training Devices 28.09 Instructor (Non-Rated) 15020 - Aircrew Training Devices 34.00 Instructor (Rated) 15030 - Air Crew Training Devices 40.74 Instructor (Pilot) 15050 - Computer Based Training 28.09 Specialist / Instructor 15060 - Educational Technologist 35.20 15070 - Flight Instructor (Pilot) 40.74 15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 40.74 Setary Wing 15088 - Non-Maintenance Test Pilot Fixed 40.74 Flood 15090 - Technical Instructor 22.21 15090 - Technical Instructor 22.21 15095 - Technical Instructor 22.21 15090 - Technical Instructor 22.21	14000 - Information Technology	
14042 - Computer Operator II	Occupations	
14043 - Computer Operator III 21.16 14044 - Computer Operator IV 23.51 14045 - Computer Operator V 26.04 14071 - Computer Programmer I (see 1) 19.94 14072 - Computer Programmer II (see 1) 26.06 14073 - Computer Programmer III (see 1) 26.06 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 (see 1) 14160 - Personal Computer Support 27.66 Technician 14170 - System Support Specialist 27.76 15000 - Instructional Occupations 15010 - Aircrew Training Devices 28.09 Instructor (Non-Rated) 28.09 Instructor (Rated) 29.09 Instructor (Rated) 29.09 Instructor (Pilot) 29.09 Instructor (Pilot) 39.09 Specialist / Instructor 15060 - Educational Technologist 35.20 15070 - Flight Instructor (Pilot) 40.74 15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 3-40.74 Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor 22.21 15095 - Technical Instructor 22.21 Developer	14041 - Computer Operator I	16.97
14044 - Computer Operator IV 14045 - Computer Operator V 23.51 14045 - Computer Programmer I (see 1) 19.94 14072 - Computer Programmer II (see 1) 26.06 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) 14104 - Computer Systems Analyst III (see 1) 14105 - Peripheral Equipment (see 1) 14106 - Personal Computer Support (see 1) 14160 - Personal Computer Support (see 1) 15000 - Instructional Occupations 15010 - Aircrew Training Devices (see 1) 15020 - Aircrew Training Devices (see 1) 15030 - Air Crew Training Devices (see 1) 15030 - Air Crew Training Devices (see 1) 15050 - Computer Based Training (see 1) 15060 - Educational Technologist (see 1) 15060 - Educational Technologist (see 1) 15080 - Graphic Artist (see 1) 15086 - Maintenance Test Pilot Fixed (see 1) 15086 - Maintenance Test Pilot Fixed (see 1) 15090 - Technical Instructor (see 22.21 15095 - Technical Instructor (see 27.17 Developer (see 1)	14042 - Computer Operator II	18.98
14045 - Computer Operator V 26.04 14071 - Computer Programmer I (see 1) 19.94 14072 - Computer Programmer II (see 1) 26.06 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 (see 1) 14160 - Personal Computer Support 27.66 Technician 14170 - System Support Specialist 27.76 15000 - Instructional Occupations 15010 - Aircrew Training Devices 28.09 Instructor (Non-Rated) 15020 - Aircrew Training Devices 34.00 Instructor (Rated) 15030 - Air Crew Training Devices 40.74 Instructor (Pilot) 15050 - Computer Based Training Devices 40.74 Instructor (Pilot) 28.09 Specialist / Instructor 15060 - Educational Technologist 35.20 15070 - Flight Instructor (Pilot) 40.74 15085 - Maintenance Test Pilot Fixed 40.74 Jet/Prop 15086 - Maintenance Test Pilot Fixed 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor 22.21 15090	14043 - Computer Operator III	21.16
14071 - Computer Programmer I (see 1) 19.94 14072 - Computer Programmer II (see 1) 26.06 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) 14100 - Peripheral Equipment (see 1) 14150 - Peripheral Equipment (see 1) 14160 - Personal Computer Support (see 1) 15000 - Instructional Occupations 15010 - Aircrew Training Devices (see 1) 15020 - Aircrew Training Devices (see 1) 15030 - Air Crew Training Devices (see 1) 15050 - Computer Based Training (see 1) 15050 - Computer Based Training (see 1) 15060 - Educational Technologist (see 1) 15085 - Maintenance Test Pilot Fixed (see 1) 15086 - Maintenance Test Pilot Fixed (see 1) 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor (see 22.21 15095 - Technical Instructor/Course (see 1)	14044 - Computer Operator IV	23.51
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) 14104 - Computer Systems Analyst III (see 1) 14150 - Peripheral Equipment (see 1) 14150 - Peripheral Equipment (see 1) 14160 - Personal Computer Support (see 1) 14170 - System Support Specialist (see 1) 15000 - Instructional Occupations 15010 - Aircrew Training Devices (see 1) 15020 - Aircrew Training Devices (see 1) 15030 - Air Crew Training Devices (see 1) 15050 - Computer Based Training (see 1) 15050 - Computer Based Training (see 1) 15060 - Educational Technologist (see 1) 15085 - Maintenance Test Pilot Fixed (see 1) 15086 - Maintenance Test Pilot Fixed (see 1) 15080 - Technical Instructor (see 2) 15090 - Technical Instructor (see 2) 15095 - Technical Instructor (see 2) 15095 - Technical Instructor (see 2) 15090- Technical Instructor (see 2)	14045 - Computer Operator V	26.04
14073 - Computer Programmer III (see 1) 14074 - Computer Programmer IV (see 1) 14101 - Computer Systems Analyst I (see 1) 14102 - Computer Systems Analyst II (see 1) 14103 - Computer Systems Analyst III (see 1) 14150 - Peripheral Equipment (see 1) 14150 - Peripheral Equipment (see 1) 14160 - Personal Computer Support (see 1) 15000 - Instructional Occupations 15010 - Aircrew Training Devices (see 1) 15020 - Aircrew Training Devices (see 1) 15030 - Air Crew Training Devices (see 1) 15050 - Computer Based Training (see 1) 15050 - Computer Based Training (see 1) 15050 - Computer Based Training (see 1) 15060 - Educational Technologist (see 1) 15085 - Maintenance Test Pilot Fixed (see 1) 15086 - Maintenance Test Pilot Fixed (see 1) 15088 - Non-Maintenance Test/Co- Pilot (see 1) 15090 - Technical Instructor (see 2) 15090- Technical Instructor (see 2)	14071 - Computer Programmer I (see 1	19.94
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 (see 1) 14160 - Personal Computer Support (see 1) 14170 - System Support Specialist (see 1) 15000 - Instructional Occupations 15010 - Aircrew Training Devices (see 1) 15020 - Aircrew Training Devices (see 1) 15020 - Aircrew Training Devices (see 1) 15030 - Air Crew Training Devices (see 1) 15050 - Computer Based Training (see 2) 15060 - Educational Technologist (see 2) 15070 - Flight Instructor (Pilot) (see 2) 15080 - Graphic Artist (see 1) 15085 - Maintenance Test Pilot Fixed (see 2) 15086 - Maintenance Test Pilot (see 2) 15090 - Technical Instructor (see 2) 15090 - Technical Instructor (see 2) 15095 - Technical Instructor (see 2) 15090- Technical Instructor (see 2)	14072 - Computer Programmer II (see 1	26.06
14101 - Computer Systems Analyst I (see 1) 14102 - Computer Systems Analyst II (see 1) 14103 - Computer Systems Analyst III (see 1) 14150 - Peripheral Equipment (see 1) 14160 - Personal Computer Support (27.66) Technician 14170 - System Support Specialist (27.76) 15000 - Instructional Occupations 15010 - Aircrew Training Devices (28.09) Instructor (Non-Rated) 15020 - Aircrew Training Devices (34.00) Instructor (Rated) 15030 - Air Crew Training Devices (40.74) Instructor (Pilot) 15050 - Computer Based Training (28.09) Specialist / Instructor 15060 - Educational Technologist (35.20) 15070 - Flight Instructor (Pilot) (40.74) 15080 - Graphic Artist (21.19) 15085 - Maintenance Test Pilot Fixed (40.74) Jet/Prop 15086 - Maintenance Test Pilot Fixed (40.74) Rotary Wing 15088 - Non-Maintenance Test/Co-(40.74) Pilot (15090 - Technical Instructor) Developer	14073 - Computer Programmer III (see 1	.)
14102 - Computer Systems Analyst II (see 1) 14103 - Computer Systems Analyst III (see 1) 14150 - Peripheral Equipment 16.97 Operator 14160 - Personal Computer Support 27.66 Technician 14170 - System Support Specialist 27.76 15000 - Instructional Occupations 15010 - Aircrew Training Devices 28.09 Instructor (Non-Rated) 15020 - Aircrew Training Devices 34.00 Instructor (Rated) 15030 - Air Crew Training Devices 40.74 Instructor (Pilot) 15050 - Computer Based Training 28.09 Specialist / Instructor 15060 - Educational Technologist 35.20 15070 - Flight Instructor (Pilot) 40.74 15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 40.74 Jet/Prop 15086 - Maintenance Test Pilot Fixed 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co- 40.74 Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	14074 - Computer Programmer IV (see 1	.)
14103 - Computer Systems Analyst III (see 1) 14150 - Peripheral Equipment 16.97 Operator 14160 - Personal Computer Support 27.66 Technician 14170 - System Support Specialist 27.76 15000 - Instructional Occupations 15010 - Aircrew Training Devices 28.09 Instructor (Non-Rated) 15020 - Aircrew Training Devices 34.00 Instructor (Rated) 15030 - Air Crew Training Devices 40.74 Instructor (Pilot) 15050 - Computer Based Training 28.09 Specialist / Instructor 15060 - Educational Technologist 35.20 15070 - Flight Instructor (Pilot) 40.74 15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 40.74 Jet/Prop 15086 - Maintenance Test Pilot Fixed 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 22.21 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	14101 - Computer Systems Analyst I (see 1	.)
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support 27.66 Technician 14170 - System Support Specialist 27.76 15000 - Instructional Occupations 15010 - Aircrew Training Devices 15020 - Aircrew Training Devices Instructor (Non-Rated) 15030 - Air Crew Training Devices 15030 - Air Crew Training Devices 40.74 Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 40.74 15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 40.74 Jet/Prop 15086 - Maintenance Test Pilot Fixed 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	14102 - Computer Systems Analyst II (see 1	.)
Operator 14160 - Personal Computer Support 27.66 Technician 14170 - System Support Specialist 27.76 15000 - Instructional Occupations 15010 - Aircrew Training Devices 28.09 Instructor (Non-Rated) 15020 - Aircrew Training Devices 34.00 Instructor (Rated) 15030 - Air Crew Training Devices 40.74 Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15085 - Maintenance Test Pilot Fixed 40.74 Jet/Prop 15086 - Maintenance Test Pilot Fixed 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor Developer	14103 - Computer Systems Analyst III (see 1	.)
Technician 14170 - System Support Specialist 27.76 15000 - Instructional Occupations 15010 - Aircrew Training Devices 28.09 Instructor (Non-Rated) 15020 - Aircrew Training Devices 34.00 Instructor (Rated) 15030 - Air Crew Training Devices 40.74 Instructor (Pilot) 15050 - Computer Based Training 28.09 Specialist / Instructor 15060 - Educational Technologist 35.20 15070 - Flight Instructor (Pilot) 40.74 15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 40.74 Jet/Prop 15086 - Maintenance Test Pilot Fixed 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co- 40.74 Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	14150 - Peripheral Equipment	16.97
Technician 14170 - System Support Specialist 27.76 15000 - Instructional Occupations 15010 - Aircrew Training Devices 28.09 Instructor (Non-Rated) 15020 - Aircrew Training Devices 34.00 Instructor (Rated) 15030 - Air Crew Training Devices 40.74 Instructor (Pilot) 15050 - Computer Based Training 28.09 Specialist / Instructor 15060 - Educational Technologist 35.20 15070 - Flight Instructor (Pilot) 40.74 15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 40.74 Jet/Prop 15086 - Maintenance Test Pilot Fixed 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co- 40.74 Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	Operator	
14170 - System Support Specialist 27.76 15000 - Instructional Occupations 15010 - Aircrew Training Devices 28.09 Instructor (Non-Rated) 15020 - Aircrew Training Devices 34.00 Instructor (Rated) 15030 - Air Crew Training Devices 40.74 Instructor (Pilot) 15050 - Computer Based Training 28.09 Specialist / Instructor 15060 - Educational Technologist 35.20 15070 - Flight Instructor (Pilot) 40.74 15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 40.74 Jet/Prop 15086 - Maintenance Test Pilot Fixed 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co- 40.74 Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	14160 - Personal Computer Support	27.66
15000 - Instructional Occupations 15010 - Aircrew Training Devices 28.09 Instructor (Non-Rated) 15020 - Aircrew Training Devices 34.00 Instructor (Rated) 15030 - Air Crew Training Devices 40.74 Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 36.74 Jet/Prop 15086 - Maintenance Test Pilot Fixed 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course Developer	Technician	
15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices 15030 - Air Crew Training Devices 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Fixed 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor Developer	14170 - System Support Specialist	27.76
Instructor (Non-Rated) 15020 - Aircrew Training Devices 34.00 Instructor (Rated) 15030 - Air Crew Training Devices 40.74 Instructor (Pilot) 15050 - Computer Based Training 28.09 Specialist / Instructor 15060 - Educational Technologist 35.20 15070 - Flight Instructor (Pilot) 40.74 15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 40.74 Jet/Prop 15086 - Maintenance Test Pilot Fixed 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co- 40.74 Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	15000 - Instructional Occupations	
15020 - Aircrew Training Devices 34.00 Instructor (Rated) 15030 - Air Crew Training Devices 40.74 Instructor (Pilot) 15050 - Computer Based Training 28.09 Specialist / Instructor 15060 - Educational Technologist 35.20 15070 - Flight Instructor (Pilot) 40.74 15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 40.74 Jet/Prop 15086 - Maintenance Test Pilot Fixed 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co- 40.74 Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	15010 - Aircrew Training Devices	28.09
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Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor Developer 28.09 28.09 28.09 28.09 28.09	Instructor (Rated)	
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Specialist / Instructor 15060 - Educational Technologist 35.20 15070 - Flight Instructor (Pilot) 40.74 15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 40.74 Jet/Prop 15086 - Maintenance Test Pilot 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co- 40.74 Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	Instructor (Pilot)	
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15070 - Flight Instructor (Pilot) 40.74 15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 40.74 Jet/Prop 15086 - Maintenance Test Pilot 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co- 40.74 Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	Specialist / Instructor	
15080 - Graphic Artist 21.19 15085 - Maintenance Test Pilot Fixed 30.74 Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course Developer	15060 - Educational Technologist	35.20
15085 - Maintenance Test Pilot Fixed 40.74 Jet/Prop 15086 - Maintenance Test Pilot 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co- 40.74 Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	15070 - Flight Instructor (Pilot)	40.74
Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 30.74	15080 - Graphic Artist	21.19
15086 - Maintenance Test Pilot 40.74 Rotary Wing 15088 - Non-Maintenance Test/Co- 40.74 Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	15085 - Maintenance Test Pilot Fixed	40.74
Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course Developer	Jet/Prop	
15088 - Non-Maintenance Test/Co- 40.74 Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	15086 - Maintenance Test Pilot	40.74
Pilot 15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	Rotary Wing	
15090 - Technical Instructor 22.21 15095 - Technical Instructor/Course 27.17 Developer	15088 - Non-Maintenance Test/Co-	40.74
15095 - Technical Instructor/Course 27.17 Developer	Pilot	
Developer	15090 - Technical Instructor	22.21
-	15095 - Technical Instructor/Course	27.17
15110 - Test Proctor 17.93	Developer	
	15110 - Test Proctor	17.93

15120 - Tutor	17.93
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.60
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.81
16220 - Tailor	15.96
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.23
Room)	
19040 - Tool And Die Maker	25.79
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.07
21030 - Material Coordinator	26.64
21040 - Material Expediter	26.64
21050 - Material Handling Laborer	17.63
21071 - Order Filler	13.86
21080 - Production Line Worker (Food	18.07
Processing)	
21110 - Shipping Packer	17.59
21130 - Shipping/Receiving Clerk	17.59
21140 - Store Worker I	15.74
21150 - Stock Clerk	20.28
21210 - Tools And Parts Attendant	18.07
21410 - Warehouse Specialist	18.07
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.33
23019 - Aircraft Logs and Records	22.24
Technician	
23021 - Aircraft Mechanic I	25.28
23022 - Aircraft Mechanic II	26.33
23023 - Aircraft Mechanic III	27.42
23040 - Aircraft Mechanic Helper	20.78
23050 - Aircraft Painter	24.21
23060 - Aircraft Servicer	22.24
23070 - Aircraft Survival Flight	24.21
Equipment Technician	
23080 - Aircraft Worker	23.02

23091 - Aircrew Life Support	23.02
Equipment (ALSE) Mechanic	
I	25 20
23092 - Aircrew Life Support	25.28
Equipment (ALSE) Mechanic	
II	22.61
23110 - Appliance Mechanic	20.39
23120 - Bicycle Repairer	
23125 - Cable Splicer	31.43
23130 - Carpenter Maintenance	22.50
23140 - Carpet Layer 23160 - Electrician Maintenance	
23180 - Electrician Maintenance 23181 - Electronics Technician	26.68 27.72
	21.12
Maintenance I	20 10
23182 - Electronics Technician	29.19
Maintenance II 23183 - Electronics Technician	20 24
	30.34
Maintenance III	01 (0
23260 - Fabric Worker	21.69
23290 - Fire Alarm System Mechanic	25.14
23310 - Fire Extinguisher Repairer	20.39
23311 - Fuel Distribution System	32.70
Mechanic	20 46
23312 - Fuel Distribution System	28.46
Operator	01 10
23370 - General Maintenance Worker	21.19
23380 - Ground Support Equipment	25.28
Mechanic	00 04
23381 - Ground Support Equipment	22.24
Servicer	22 02
23382 - Ground Support Equipment	23.02
Worker 23391 - Gunsmith I	20 20
	20.39
23392 - Gunsmith II 23393 - Gunsmith III	22.97
	25.14
23410 - Heating Ventilation And Air-	23.29
Conditioning Mechanic	
	24.19
23411 - Heating Ventilation And Air	24.19
Contidioning Machania (Research Facility)	
Mechanic (Research Facility)	25.65
23430 - Heavy Equipment Mechanic	25.96
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	25.96
23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic	24.21
23470 - Laboratory/Shelter Mechanic	18.30
23470 - Laborer 23510 - Locksmith	24.21
23530 - Machinery Maintenance Mechanic	26.08
23550 - Machinist Maintenance	21 00
25550 - Machinist Maintenance	21.89

23580 - Maintenance Trades Helper	16.96
23591 - Metrology Technician I	25.14
23592 - Metrology Technician II	26.10
23593 - Metrology Technician III	27.10
23640 - Millwright	30.74
23710 - Office Appliance Repairer	21.65
23760 - Painter Maintenance	22.17
23790 - Pipefitter Maintenance	28.90
23810 - Plumber Maintenance	23.85
23820 - Pneudraulic Systems Mechanic	25.14
23850 - Rigger	25.14
23870 - Scale Mechanic	22.97
23890 - Sheet-Metal Worker	32.29
Maintenance	
23910 - Small Engine Mechanic	18.81
23931 - Telecommunications Mechanic	26.22
I	
23932 - Telecommunications Mechanic	27.21
II	
23950 - Telephone Lineman	26.53
23960 - Welder Combination	20.42
Maintenance	
23965 - Well Driller	24.92
23970 - Woodcraft Worker	25.14
23980 - Woodworker	20.39
24000 - Personal Needs Occupations	
24550 - Case Manager	15.12
24570 - Child Care Attendant	10.16
24580 - Child Care Center Clerk	12.68
24610 - Chore Aide	11.62
24620 - Family Readiness And Support	15.12
Services	
Coordinator	
24630 - Homemaker	15.64
25000 - Plant And System Operations	20.01
Occupations	
25010 - Boiler Tender	28.09
25040 - Sewage Plant Operator	24.70
25070 - Stationary Engineer	28.09
25190 - Ventilation Equipment Tender	21.28
25210 - Water Treatment Plant	24.70
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.47
27007 - Baggage Inspector	14.68
27008 - Corrections Officer	19.99
27010 - Court Security Officer	19.57
27030 - Detection Dog Handler	16.42
27030 - Detection bog Manufel 27040 - Detention Officer	19.99
27070 - Detention Officer 27070 - Firefighter	19.55
2,0,0 EffertAncer	17.55

27101 - Guard I		14.68
27102 - Guard II		16.42
27131 - Police Officer I		23.33
27132 - Police Officer II		25.93
28000 - Recreation Occupations		20.30
28041 - Carnival Equipment Operator		12.02
28042 - Carnival Equipment Repairer		12.86
28043 - Carnival Worker		10.08
28210 - Gate Attendant/Gate Tender		14.09
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		15.76
28510 - Recreation Aide/Health		11.50
Facility Attendant		11.50
28515 - Recreation Specialist		19.52
28630 - Sports Official		12.55
28690 - Swimming Pool Operator		16.62
29000 - Stevedoring/Longshoremen		10.02
Occupational Services		
29010 - Blocker And Bracer		24.31
29010 - Blocker And Bracer 29020 - Hatch Tender		24.31
29030 - Hatch Tender 29030 - Line Handler		24.31
29030 - Line Handler 29041 - Stevedore I		
		22.89
29042 - Stevedore II		25.66
30000 - Technical Occupations	/ 0)	41 70
30010 - Air Traffic Control	(see 2)	41.70
Specialist Center (HFO)	(0)	00 75
30011 - Air Traffic Control	(see 2)	28.75
Specialist Station (HFO)		21 67
30012 - Air Traffic Control		31.67
Specialist Terminal (HFO) (see 2)		17 50
30021 - Archeological Technician I		17.59
30022 - Archeological Technician II		19.66
30023 - Archeological Technician III		24.36
30030 - Cartographic Technician		24.36
30040 - Civil Engineering Technician		0 - 10
		27.10
30051 - Cryogenic Technician I		26.98
30052 - Cryogenic Technician II		26.98 29.80
30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I		26.98 29.80 17.59
30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		26.98 29.80 17.59 19.66
30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III		26.98 29.80 17.59 19.66 21.92
30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV		26.98 29.80 17.59 19.66 21.92 26.98
30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		26.98 29.80 17.59 19.66 21.92 26.98 16.82
30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II		26.98 29.80 17.59 19.66 21.92 26.98 16.82 18.89
30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II		26.98 29.80 17.59 19.66 21.92 26.98 16.82 18.89 21.12
30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III		26.98 29.80 17.59 19.66 21.92 26.98 16.82 18.89 21.12 26.17
30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		26.98 29.80 17.59 19.66 21.92 26.98 16.82 18.89 21.12 26.17 32.01
30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI		26.98 29.80 17.59 19.66 21.92 26.98 16.82 18.89 21.12 26.17
30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		26.98 29.80 17.59 19.66 21.92 26.98 16.82 18.89 21.12 26.17 32.01
30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI		26.98 29.80 17.59 19.66 21.92 26.98 16.82 18.89 21.12 26.17 32.01 38.74

30221 - Latent Fingerprint	26.98
Technician I	00 00
30222 - Latent Fingerprint	29.80
Technician II	04.06
30240 - Mathematical Technician	24.36
30361 - Paralegal/Legal Assistant I	18.55
30362 - Paralegal/Legal Assistant II	22.98
30363 - Paralegal/Legal Assistant	28.11
III	
30364 - Paralegal/Legal Assistant IV	34.02
30375 - Petroleum Supply Specialist	29.80
30390 - Photo-Optics Technician	24.36
30395 - Radiation Control Technician	29.80
30461 - Technical Writer I	24.34
30462 - Technical Writer II	29.77
30463 - Technical Writer III	36.01
30491 - Unexploded Ordnance (UXO)	26.50
Technician I	
30492 - Unexploded Ordnance (UXO)	32.06
Technician II	
30493 - Unexploded Ordnance (UXO)	38.43
Technician III	
30494 - Unexploded (UXO) Safety	26.50
Escort	
30495 - Unexploded (UXO) Sweep	26.50
Personnel	
30501 - Weather Forecaster I	26.98
30502 - Weather Forecaster II	32.82
30620 - Weather Observer Combined (see 2)	21.92
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.36
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	32.06
31020 - Bus Aide	16.32
31030 - Bus Driver	23.28
31043 - Driver Courier	13.63
31260 - Parking and Lot Attendant	14.18
31290 - Shuttle Bus Driver	14.73
31310 - Taxi Driver	11.81
31361 - Truckdriver Light	14.73
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	26.17
31364 - Truckdriver Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	20.1
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.50
99050 - Cashler 99050 - Desk Clerk	11.01
99095 - Embalmer	31.94
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99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker	12.81
99252 - Laboratory Animal Caretaker II	13.71
99260 - Marketing Analyst	28.08
99310 - Mortician	31.94
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.13
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	23.46
99831 - Surveying Aide	15.92
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	16.47
99841 - Vending Machine Repairer	18.28
99842 - Vending Machine Repairer Helper	16.47

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

| Wage Determination No.: 2015-4751

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

Director

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

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

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

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

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

State: Ohio

Area: Ohio Counties of Ashland Ashtabula Erie Huron Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.08
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		24.09
01035 - Court Reporter		17.43
01041 - Customer Service		13.07
Representative I		
01042 - Customer Service		14.69
Representative II		

01043 - Customer Service Representative III		16.03
01051 - Data Entry Operator I		14.76
01051 - Data Entry Operator II		16.97
01060 - Dispatcher Motor Vehicle		20.79
01070 - Document Preparation Clerk		13.72
01090 - Duplicating Machine Operator		13.72
01111 - General Clerk I		13.46
01112 - General Clerk II		14.87
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		19.43
01141 - Messenger Courier		12.44
01191 - Order Clerk I		13.75
01192 - Order Clerk II		15.03
01261 - Personnel Assistant		17.06
(Employment) I		17.00
01262 - Personnel Assistant		19.09
(Employment) II		10.00
01263 - Personnel Assistant		21.27
(Employment) III		21.27
01270 - Production Control Clerk		24.48
01290 - Rental Clerk		15.48
01300 - Scheduler Maintenance		15.59
01311 - Secretary I		15.59
01312 - Secretary II		17.43
01312 Secretary III		19.43
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		24.09
01420 - Survey Worker		15.10
01460 - Switchboard		13.10
Operator/Receptionist		10.01
01531 - Travel Clerk I		14.40
01532 - Travel Clerk II		15.35
01533 - Travel Clerk III		16.38
01611 - Word Processor I		14.47
01612 - Word Processor II		16.25
01613 - Word Processor III		18.18
05000 - Automotive Service Occupations		10.10
05005 - Automobile Body Repairer		20.33
Fiberglass		20.55
05010 - Automotive	Electrician	19.67
05010 - Automotive Glass Installer	Elecclician	18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		20.33
Mechanic		20.33
05160 - Motor Equipment Metal Worker		18.92
05190 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		20.33
05220 - Motor Vehicle Mechanic		16.50
		10.50
Helper		

05250 - Motor Vehicle Upholstery	18.07
Worker	
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair	20.33
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.47
07041 - Cook I	13.00
07042 - Cook II	14.81
07070 - Dishwasher	9.44
07130 - Food Service Worker	9.76
07210 - Meat Cutter	17.19
07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.22
09130 - Upholsterer	20.60
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.58
11060 - Elevator Operator	13.31
11090 - Gardener	17.90
11122 - Housekeeping Aide	13.31
11150 - Janitor	13.31
11210 - Laborer Grounds Maintenance	14.10
11240 - Maid or Houseman	10.51
11260 - Pruner	12.82
11270 - Tractor Operator	16.65
11330 - Trail Maintenance Worker	14.10
11360 - Window Cleaner	14.63
12000 - Health Occupations	17 [0
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	17.59
	18.97
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist	27.78
Assistant	∠ / • / O
12020 - Dental Assistant	19.96
12020 - Dental Assistant 12025 - Dental Hygienist	37.04
12030 - EKG Technician	28.58
12030 - ERG Technician 12035 - Electroneurodiagnostic	28.58
Technologist	20.00

12040 - Emergency Medical Technician	17.59
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	19.68
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	15.22
12130 - Medical Laboratory	27.01
Technician	
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	18.48
12195 - Medical Transcriptionist	18.26
12210 - Nuclear Medicine	35.13
Technologist	
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.25
12223 - Nursing Assistant III	15.55
12224 - Nursing Assistant IV	17.47
12235 - Optical Dispenser	18.52
12236 - Optical Technician	16.96
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	15.87
12305 - Radiologic Technologist	26.74
12311 - Registered Nurse I	24.93
12312 - Registered Nurse II	30.49
12313 - Registered Nurse II	30.49
Specialist	
12314 - Registered Nurse III	36.90
12315 - Registered Nurse III	36.90
Anesthetist	
12316 - Registered Nurse IV	44.22
12317 - Scheduler (Drug and Alcohol	23.50
Testing)	
12320 - Substance Abuse Treatment	24.33
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.58
13012 - Exhibits Specialist II	23.96
13013 - Exhibits Specialist III	28.55
13041 - Illustrator I	20.35
13042 - Illustrator II	25.21
13043 - Illustrator III	30.83
13047 - Librarian	29.41
13050 - Library Aide/Clerk	13.28
13054 - Library Information	22.30
Technology Systems	
Administrator	
13058 - Library Technician	17.17
13061 - Media Specialist I	16.09
13062 - Media Specialist II	18.01
13062 Media Specialist III	20.07
10000 Media opeciation iii	20.07

13071 - Photographer I	15.90
13072 - Photographer II	18.01
13073 - Photographer III	22.30
13074 - Photographer IV	26.94
13075 - Photographer V	32.61
13090 - Technical Order Library	15.90
Clerk	
13110 - Video Teleconference	17.41
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.33
14042 - Computer Operator II	18.27
14043 - Computer Operator III	20.36
14044 - Computer Operator IV	22.64
14045 - Computer Operator V	25.06
14071 - Computer Programmer I (see 1)	22.13
14072 - Computer Programmer II (see 1)	27.20
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment	16.33
Operator	
14160 - Personal Computer Support	22.64
Technician	
14170 - System Support Specialist	25.06
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.19
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.35
Instructor (Rated)	
15030 - Air Crew Training Devices	42.34
Instructor (Pilot)	
15050 - Computer Based Training	30.23
Specialist / Instructor	
15060 - Educational Technologist	31.76
15070 - Flight Instructor (Pilot)	42.34
15080 - Graphic Artist	22.54
15085 - Maintenance Test Pilot Fixed	42.34
Jet/Prop	
15086 - Maintenance Test Pilot	42.34
Rotary Wing	
15088 - Non-Maintenance Test/Co-	42.34
Pilot	
15090 - Technical Instructor	21.22
15095 - Technical Instructor/Course	25.95
Developer	
15110 - Test Proctor	17.13

15120 - Tutor	17.13
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.17
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.09
16220 - Tailor	15.02
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.02
Room)	
19040 - Tool And Die Maker	26.69
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.59
21030 - Material Coordinator	24.48
21040 - Material Expediter	24.48
21050 - Material Handling Laborer	14.95
21071 - Order Filler	15.06
21080 - Production Line Worker (Food	18.59
Processing)	20,00
21110 - Shipping Packer	17.07
21130 - Shipping/Receiving Clerk	17.07
21140 - Store Worker I	14.97
21150 - Stock Clerk	19.91
21210 - Tools And Parts Attendant	18.59
21410 - Warehouse Specialist	18.59
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	24.00
23019 - Aircraft Logs and Records	20.32
Technician	
23021 - Aircraft Mechanic I	22.86
23022 - Aircraft Mechanic II	24.00
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	18.55
23050 - Aircraft Painter	22.10
23060 - Aircraft Servicer	20.32
23070 - Aircraft Survival Flight	22.10
Equipment Technician	
23080 - Aircraft Worker	21.27

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.27
I	
23092 - Aircrew Life Support	22.86
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.55
23120 - Bicycle Repairer	19.57
23125 - Cable Splicer	37.15
23130 - Carpenter Maintenance	22.39
23140 - Carpet Layer	21.92
23160 - Electrician Maintenance	28.34
23181 - Electronics Technician	26.95
Maintenance I	00 10
23182 - Electronics Technician	28.48
Maintenance II	
23183 - Electronics Technician	29.91
Maintenance III	
23260 - Fabric Worker	20.89
23290 - Fire Alarm System Mechanic	21.77
23310 - Fire Extinguisher Repairer	19.57
23311 - Fuel Distribution System	34.84
Mechanic	
23312 - Fuel Distribution System	27.65
Operator	
23370 - General Maintenance Worker	19.98
23380 - Ground Support Equipment	22.86
Mechanic	
23381 - Ground Support Equipment	20.32
Servicer	
23382 - Ground Support Equipment	21.27
Worker	
23391 - Gunsmith I	19.57
23392 - Gunsmith II	22.29
23393 - Gunsmith III	24.73
23410 - Heating Ventilation And Air-	21.73
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.71
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.84
23440 - Heavy Equipment Operator	26.87
23460 - Instrument Mechanic	24.73
23465 - Laboratory/Shelter Mechanic	23.55
23470 - Laborer	14.95
23510 - Locksmith	21.34
23530 - Machinery Maintenance	27.29
Mechanic	
23550 - Machinist Maintenance	21.77

23580 - Maintenance Trades Helper	17.32
23591 - Metrology Technician I	25.65
23592 - Metrology Technician II	26.67
23593 - Metrology Technician III	27.59
23640 - Millwright	32.76
23710 - Office Appliance Repairer	21.04
23760 - Painter Maintenance	21.74
23790 - Pipefitter Maintenance	26.96
23810 - Plumber Maintenance	23.66
23820 - Pneudraulic Systems Mechanic	24.73
23850 - Rigger	24.73
23870 - Scale Mechanic	22.29
23890 - Sheet-Metal Worker	23.09
	23.09
Maintenance	10.00
23910 - Small Engine Mechanic	19.82
23931 - Telecommunications Mechanic	24.70
I	
23932 - Telecommunications Mechanic	25.58
II	
23950 - Telephone Lineman	25.52
23960 - Welder Combination	20.70
Maintenance	
23965 - Well Driller	24.73
23970 - Woodcraft Worker	24.73
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24550 - Case Manager	16.34
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	11.61
24620 - Family Readiness And Support	16.34
Services	10.54
Coordinator	17 00
24630 - Homemaker	17.23
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	23.71
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	19.87
25210 - Water Treatment Plant	23.71
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.36
27007 - Baggage Inspector	16.98
27008 - Corrections Officer	21.90
27010 - Court Security Officer	23.11
27030 - Detection Dog Handler	18.99
27040 - Detention Officer	21.90
27070 - Detention Officer 27070 - Firefighter	22.60
2.010 - Effetighter	22.00

27101 - Guard I		16.98
27102 - Guard II		18.99
27131 - Police Officer I		25.03
27132 - Police Officer II		27.80
28000 - Recreation Occupations		27.00
28041 - Carnival Equipment Operator		12.60
28042 - Carnival Equipment Repairer		13.54
28043 - Carnival Worker		9.70
28210 - Gate Attendant/Gate Tender		13.67
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.29
28510 - Recreation Aide/Health		11.16
Facility Attendant		11.10
28515 - Recreation Specialist		18.94
28630 - Sports Official		12.18
28690 - Swimming Pool Operator		18.62
29000 - Stevedoring/Longshoremen		10.02
Occupational Services		
29010 - Blocker And Bracer		22.87
29010 - Blocker And Bracer 29020 - Hatch Tender		22.87
29030 - Hatch Tender 29030 - Line Handler		22.87
29041 - Stevedore I		21.44
29042 - Stevedore II		23.77
30000 - Technical Occupations	(0)	41 70
30010 - Air Traffic Control	(see 2)	41.70
Specialist Center (HFO)	(0)	00 75
30011 - Air Traffic Control	(see 2)	28.75
Specialist Station (HFO)		31.67
30012 - Air Traffic Control		3 I 6 /
G : 1: T : 1 /7770\ / O\		31.07
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		18.48
30021 - Archeological Technician I 30022 - Archeological Technician II		18.48 20.68
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III		18.48 20.68 25.61
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician		18.48 20.68 25.61 25.61
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician		18.48 20.68 25.61 25.61 27.78
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I		18.48 20.68 25.61 25.61 27.78 28.36
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II		18.48 20.68 25.61 25.61 27.78 28.36 31.32
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I		18.48 20.68 25.61 25.61 27.78 28.36 31.32 18.48
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		18.48 20.68 25.61 25.61 27.78 28.36 31.32 18.48 20.68
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		18.48 20.68 25.61 25.61 27.78 28.36 31.32 18.48 20.68 23.04
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV		18.48 20.68 25.61 25.61 27.78 28.36 31.32 18.48 20.68 23.04 28.36
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		18.48 20.68 25.61 25.61 27.78 28.36 31.32 18.48 20.68 23.04 28.36 16.70
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II		18.48 20.68 25.61 25.61 27.78 28.36 31.32 18.48 20.68 23.04 28.36 16.70 18.75
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III		18.48 20.68 25.61 25.61 27.78 28.36 31.32 18.48 20.68 23.04 28.36 16.70 18.75 20.98
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30083 - Engineering Technician III		18.48 20.68 25.61 25.61 27.78 28.36 31.32 18.48 20.68 23.04 28.36 16.70 18.75 20.98 25.99
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		18.48 20.68 25.61 25.61 27.78 28.36 31.32 18.48 20.68 23.04 28.36 16.70 18.75 20.98 25.99 31.78
30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		18.48 20.68 25.61 25.61 27.78 28.36 31.32 18.48 20.68 23.04 28.36 16.70 18.75 20.98 25.99
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician IV		18.48 20.68 25.61 25.61 27.78 28.36 31.32 18.48 20.68 23.04 28.36 16.70 18.75 20.98 25.99 31.78
30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		18.48 20.68 25.61 25.61 27.78 28.36 31.32 18.48 20.68 23.04 28.36 16.70 18.75 20.98 25.99 31.78 38.46

Technician II 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I 30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant II 30364 - Paralegal/Legal Assistant II 30365 - Paralegal/Legal Assistant IV 30375 - Petroleum Supply Specialist 30390 - Photo-Optics Technician 30395 - Radiation Control Technician 30461 - Technical Writer II 30462 - Technical Writer II 30462 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician II 30492 - Unexploded Ordnance (UXO) Technician III 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Technician III 30495 - Unexploded (UXO) Safety Technician III 30501 - Weather Forecaster II 30502 - Weather Forecaster II 30503 - Weather Forecaster II 30504 - Wather Observer Combined (see 2) 30505 - Surface Programs 30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31030 - Bus Driver 31040 - Parking and Lot Attendant 31507 31363 - Truckdriver Light 31363 - Truckdriver Light 31363 - Truckdriver Heavy 31364 - Truckdriver Heavy 31365 - Truckdriver Heavy 31365 - Truckdriver Heavy 31366 - Truckdriver Heavy 31367 - Truckdriver Heavy 31368 - Truckdriver Heavy 31369 - Cashier 99020 - Cabin Safety Specialist 99050 - Desk Clerk 11.14	30221 - Latent Fingerprint Technician I	28.36
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99030 - Cashier 10.87 99050 - Desk Clerk 11.14	_	15.63
99050 - Desk Clerk 11.14		
72779	99095 - Embalmer	32.70

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	13.98
99252 - Laboratory Animal Caretaker II	15.03
99260 - Marketing Analyst	26.54
99310 - Mortician	33.31
99410 - Pest Controller	17.09
99510 - Photofinishing Worker	14.27
99710 - Recycling Laborer	20.12
99711 - Recycling Specialist	22.65
99730 - Refuse Collector	18.41
99810 - Sales Clerk	12.70
99820 - School Crossing Guard	12.15
99830 - Survey Party Chief	23.50
99831 - Surveying Aide	13.41
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	16.28
99841 - Vending Machine Repairer	19.93
99842 - Vending Machine Repairer Helper	16.28

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4753

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

Director

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

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

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

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

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

State: Ohio

Area: Ohio Counties of Crawford Holmes Knox Marion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.08
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		24.09
01035 - Court Reporter		17.96
01041 - Customer Service		13.07
Representative I		
01042 - Customer Service		14.69
Representative II		

01043 - Customer Service Representative III		16.03
01051 - Data Entry Operator I		13.68
01052 - Data Entry Operator II		14.99
01060 - Dispatcher Motor Vehicle		20.79
01070 - Document Preparation Clerk		13.01
01090 - Duplicating Machine Operator		13.01
01111 - General Clerk I		13.43
01112 - General Clerk II		14.66
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		21.46
01141 - Messenger Courier		12.68
01191 - Order Clerk I		13.95
01192 - Order Clerk II		15.22
01261 - Personnel Assistant		17.06
(Employment) I		
01262 - Personnel Assistant		19.09
(Employment) II		
01263 - Personnel Assistant		21.27
(Employment) III		
01270 - Production Control Clerk		24.48
01290 - Rental Clerk		15.39
01300 - Scheduler Maintenance		17.20
01311 - Secretary I		17.20
01312 - Secretary II		19.24
01313 - Secretary III		21.46
01320 - Service Order Dispatcher		18.59
01410 - Supply Technician		24.09
01420 - Survey Worker		16.70
01460 - Switchboard		12.96
Operator/Receptionist		
01531 - Travel Clerk I		14.40
01532 - Travel Clerk II		15.35
01533 - Travel Clerk III		16.38
01611 - Word Processor I		13.88
01612 - Word Processor II		15.59
01613 - Word Processor III		17.96
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.84
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		18.71
05070 - Automotive Worker		19.26
05110 - Mobile Equipment Servicer		17.02
05130 - Motor Equipment Metal		22.25
Mechanic		10 00
05160 - Motor Equipment Metal Worker		18.89
05190 - Motor Vehicle Mechanic		20.39
05220 - Motor Vehicle Mechanic		16.18
Helper		

05250 - Motor Vehicle Upholstery	18.39
Worker 05280 - Motor Vehicle Wrecker	19.26
05280 - Motor Venicle Wrecker 05310 - Painter Automotive	20.38
05310 - Painter Automotive 05340 - Radiator Repair Specialist	19.26
	15.13
05370 - Tire Repairer 05400 - Transmission Repair	20.39
Specialist	20.39
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.47
07041 - Cook I	13.01
07042 - Cook II	14.81
07070 - Dishwasher	9.44
07130 - Food Service Worker	9.76
07210 - Meat Cutter	17.19
07260 - Waiter/Waitress	9.48
09000 - Furniture Maintenance And	3 . 10
Repair Occupations	
09010 - Electrostatic Spray Painter	17.32
09040 - Furniture Handler	11.93
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.49
09110 - Furniture Repairer Minor	14.89
09130 - Upholsterer	16.78
09130 - Opilotstelei	± 0 • / 0
11000 - General Services And Support	10.70
-	10.70
11000 - General Services And Support	13.58
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles	13.58 13.31 17.90
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	13.58 13.31
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	13.58 13.31 17.90
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	13.58 13.31 17.90 13.31 13.31
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	13.58 13.31 17.90 13.31 13.31 14.10 10.51
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65 14.10
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65 14.10 14.63
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65 14.10 14.63
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65 14.10 14.63
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65 14.10 14.63
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65 14.10 14.63 18.25 18.97 28.36
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65 14.10 14.63
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65 14.10 14.63 18.25 18.97 28.36
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65 14.10 14.63 18.25 18.97 28.36 27.78
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65 14.10 14.63 18.25 18.97 28.36 27.78
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65 14.10 14.63 18.25 18.97 28.36 27.78 19.96 36.62 28.58
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	13.58 13.31 17.90 13.31 13.31 14.10 10.51 12.82 16.65 14.10 14.63 18.25 18.97 28.36 27.78

12040 - Emergency Medical Technician	18.25
12071 - Licensed Practical Nurse I	16.96
12072 - Licensed Practical Nurse II	18.97
12073 - Licensed Practical Nurse III	21.14
12100 - Medical Assistant	15.22
12130 - Medical Laboratory	27.01
Technician	
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	18.48
12195 - Medical Transcriptionist	18.26
12210 - Nuclear Medicine	35.13
Technologist	
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.25
12223 - Nursing Assistant III	15.55
12224 - Nursing Assistant IV	17.47
12235 - Optical Dispenser	18.52
12236 - Optical Technician	16.96
12250 - Pharmacy Technician	16.49
12280 - Phlebotomist	15.87
12305 - Radiologic Technologist	26.74
12311 - Registered Nurse I	24.93
12312 - Registered Nurse II	30.49
12313 - Registered Nurse II	30.49
Specialist	
12314 - Registered Nurse III	36.90
12315 - Registered Nurse III	36.90
Anesthetist	
12316 - Registered Nurse IV	44.22
12317 - Scheduler (Drug and Alcohol	23.50
Testing)	
12320 - Substance Abuse Treatment	24.33
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.60
13012 - Exhibits Specialist II	24.33
13013 - Exhibits Specialist III	29.76
13041 - Illustrator I	19.78
13042 - Illustrator II	24.52
13043 - Illustrator III	29.99
13047 - Librarian	29.19
13050 - Library Aide/Clerk	11.59
13054 - Library Information	24.84
Technology Systems	
Administrator	
13058 - Library Technician	18.05
13061 - Media Specialist I	17.91
13062 - Media Specialist II	20.02
13063 - Media Specialist III	22.33

13071 - Photographer I		15.90
13072 - Photographer II		18.10
13073 - Photographer III		26.06
13074 - Photographer IV		27.75
13075 - Photographer V		33.59
13090 - Technical Order Library		15.90
Clerk		
13110 - Video Teleconference		19.00
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.14
14043 - Computer Operator III		21.35
14044 - Computer Operator IV		23.71
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	17 11
14150 - Peripheral Equipment		17.11
Operator		00 71
14160 - Personal Computer Support		23.71
Technician		
14170 - System Support Specialist		25.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		31.20
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		37.74
Instructor (Rated)		
15030 - Air Crew Training Devices		45.23
Instructor (Pilot)		
15050 - Computer Based Training		31.20
Specialist / Instructor		
15060 - Educational Technologist		31.76
15070 - Flight Instructor (Pilot)		45.23
15080 - Graphic Artist		25.33
15085 - Maintenance Test Pilot Fixed		42.34
Jet/Prop		
15086 - Maintenance Test Pilot		42.34
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.34
Pilot		
15090 - Technical Instructor		21.28
15095 - Technical Instructor/Course		26.03
Developer		_ 0 . 0 0
15110 - Test Proctor		17.17

15120 - Tutor	17.17
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.17
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.09
16220 - Tailor	15.02
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	19.84
Room)	
19040 - Tool And Die Maker	23.39
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.59
21030 - Material Coordinator	24.48
21040 - Material Expediter	24.48
21050 - Material Handling Laborer	14.95
21071 - Order Filler	15.47
21080 - Production Line Worker (Food	18.59
Processing)	
21110 - Shipping Packer	17.07
21130 - Shipping/Receiving Clerk	17.07
21140 - Store Worker I	14.97
21150 - Stock Clerk	19.91
21210 - Tools And Parts Attendant	18.59
21410 - Warehouse Specialist	18.59
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	24.09
23019 - Aircraft Logs and Records	20.26
Technician	
23021 - Aircraft Mechanic I	23.13
23022 - Aircraft Mechanic II	24.09
23023 - Aircraft Mechanic III	25.10
23040 - Aircraft Mechanic Helper	18.34
23050 - Aircraft Painter	21.34
23060 - Aircraft Servicer	20.26
23070 - Aircraft Survival Flight	21.34
Equipment Technician	
23080 - Aircraft Worker	20.76

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	20.76
I	
23092 - Aircrew Life Support	23.13
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.55
23120 - Bicycle Repairer	18.26
23125 - Cable Splicer	37.15
23130 - Carpenter Maintenance	21.47
23140 - Carpet Layer	21.92
23160 - Electrician Maintenance	25.81
23181 - Electronics Technician	26.95
Maintenance I	
23182 - Electronics Technician	28.48
Maintenance II	
23183 - Electronics Technician	29.91
Maintenance III	
23260 - Fabric Worker	20.89
23290 - Fire Alarm System Mechanic	20.07
23310 - Fire Extinguisher Repairer	19.57
23311 - Fuel Distribution System	32.53
Mechanic	
23312 - Fuel Distribution System	25.41
Operator	
23370 - General Maintenance Worker	19.98
23380 - Ground Support Equipment	23.13
Mechanic	
23381 - Ground Support Equipment	20.26
Servicer	
23382 - Ground Support Equipment	20.76
Worker	
23391 - Gunsmith I	19.57
23392 - Gunsmith II	22.29
23393 - Gunsmith III	24.73
23410 - Heating Ventilation And Air-	21.73
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.71
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.96
23440 - Heavy Equipment Operator	26.87
23460 - Instrument Mechanic	24.73
23465 - Laboratory/Shelter Mechanic	23.55
23470 - Laborer	14.95
23510 - Locksmith	21.21
23530 - Machinery Maintenance	27.29
Mechanic	10.00
23550 - Machinist Maintenance	19.03

23580 - Maintenance Trades Helper	17.32
23591 - Metrology Technician I	24.73
23592 - Metrology Technician II	25.88
23593 - Metrology Technician III	26.92
23640 - Millwright	32.76
23710 - Office Appliance Repairer	19.23
23760 - Painter Maintenance	20.74
23790 - Pipefitter Maintenance	25.32
23810 - Plumber Maintenance	22.98
23820 - Pneudraulic Systems Mechanic	24.73
23850 - Rigger	24.73
23870 - Scale Mechanic	22.29
23890 - Sheet-Metal Worker	22.23
	22.33
Maintenance	1 5 61
23910 - Small Engine Mechanic	15.61
23931 - Telecommunications Mechanic	25.16
I	
23932 - Telecommunications Mechanic	26.21
II	
23950 - Telephone Lineman	25.52
23960 - Welder Combination	20.70
Maintenance	
23965 - Well Driller	24.73
23970 - Woodcraft Worker	24.73
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24550 - Case Manager	16.34
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	11.61
24620 - Family Readiness And Support	16.34
Services	10.54
Coordinator	16 24
24630 - Homemaker	16.34
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	23.71
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	19.29
25210 - Water Treatment Plant	23.71
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.36
27007 - Baggage Inspector	16.98
27008 - Corrections Officer	21.90
27010 - Court Security Officer	22.95
27030 - Detection Dog Handler	18.99
27040 - Detention Officer	21.90
27070 - Detention Officer 27070 - Firefighter	22.50
2.0.0 - Effettducet	22.50

27101 - Guard I			16.98
27102 - Guard II			18.99
27131 - Police Officer I			24.41
27132 - Police Officer II			27.12
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.60
28042 - Carnival Equipment Repairer			13.54
28043 - Carnival Worker			9.70
28210 - Gate Attendant/Gate Tender			14.00
28310 - Lifeguard			10.82
28350 - Park Attendant (Aide)			15.66
28510 - Recreation Aide/Health			11.36
Facility Attendant			
28515 - Recreation Specialist			18.94
28630 - Sports Official			12.47
28690 - Swimming Pool Operator			17.08
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			22.34
29020 - Hatch Tender			22.34
29030 - Line Handler			22.34
29041 - Stevedore I			20.45
29042 - Stevedore II			23.43
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	41.70
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	28.75
Specialist Station (HFO)			
30012 - Air Traffic Control			31.67
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.48
30022 - Archeological Technician II			20.68
30023 - Archeological Technician III			25.61
30030 - Cartographic Technician			25.61
30040 - Civil Engineering Technician			27.78
30051 - Cryogenic Technician I			28.36
30052 - Cryogenic Technician II			31.32
30061 - Drafter/CAD Operator I			18.48
30062 - Drafter/CAD Operator II			20.68
30063 - Drafter/CAD Operator III			23.04
30064 - Drafter/CAD Operator IV			28.36
30081 - Engineering Technician I			16.50
30082 - Engineering Technician II			18.53
30083 - Engineering Technician III			20.72
30084 - Engineering Technician IV			25.67
30085 - Engineering Technician V			31.40
30086 - Engineering Technician VI			38.00
30090 - Environmental Technician			22.32
30095 - Evidence Control Specialist			25.61
30210 - Laboratory Technician			23.42

30221 - Latent Fingerprint	28.36
Technician I	20.50
30222 - Latent Fingerprint	31.32
Technician II	J1.J2
30240 - Mathematical Technician	28.17
30361 - Paralegal/Legal Assistant I	18.44
30362 - Paralegal/Legal Assistant II	22.84
30363 - Paralegal/Legal Assistant	27.94
III	21.94
30364 - Paralegal/Legal Assistant IV	33.80
30375 - Petroleum Supply Specialist	31.32
30390 - Photo-Optics Technician	23.15
30395 - Radiation Control Technician	31.32
30461 - Technical Writer I	25.61
30462 - Technical Writer II	31.32
30462 - Technical Writer III	37.90
	26.50
30491 - Unexploded Ordnance (UXO) Technician I	26.50
	32.06
30492 - Unexploded Ordnance (UXO) Technician II	32.06
	20 42
30493 - Unexploded Ordnance (UXO)	38.43
Technician III	06 50
30494 - Unexploded (UXO) Safety	26.50
Escort	0.6. 5.0
30495 - Unexploded (UXO) Sweep	26.50
Personnel	00 06
30501 - Weather Forecaster I	28.36
30502 - Weather Forecaster II	34.50
30620 - Weather Observer Combined (see 2)	23.04
Upper Air Or	
Surface Programs	0 = 61
30621 - Weather Observer Senior (see 2)	25.61
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	32.06
31020 - Bus Aide	15.20
31030 - Bus Driver	21.67
31043 - Driver Courier	17.01
31260 - Parking and Lot Attendant	12.56
31290 - Shuttle Bus Driver	19.36
31310 - Taxi Driver	11.67
31361 - Truckdriver Light	19.36
31362 - Truckdriver Medium	19.70
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
00020 - Cabin Cafatu Chagialist	1 E C 2
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.87

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker	13.98
99252 - Laboratory Animal Caretaker II	15.03
99260 - Marketing Analyst	26.54
99310 - Mortician	28.92
99410 - Pest Controller	17.09
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	20.57
99711 - Recycling Specialist	24.31
99730 - Refuse Collector	18.72
99810 - Sales Clerk	12.70
99820 - School Crossing Guard	12.88
99830 - Survey Party Chief	22.15
99831 - Surveying Aide	13.15
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	16.28
99841 - Vending Machine Repairer	19.20
99842 - Vending Machine Repairer Helper	16.28

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

Daniel W. Simms Director

| Wage Determination No.: 2015-4755 Division of | Revision No.: 18

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

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

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

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

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

State: Ohio

Area: Ohio County of Wyandot

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.08
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		24.09
01035 - Court Reporter		17.43
01041 - Customer Service		13.07
Representative I		
01042 - Customer Service		14.69
Representative II		

01043 - Customer Service	16.03
Representative III	
01051 - Data Entry Operator I	13.52
01052 - Data Entry Operator II	14.75
01060 - Dispatcher Motor Vehicle	20.79
01070 - Document Preparation Clerk	12.93
01090 - Duplicating Machine Operator	12.93
01111 - General Clerk I	13.43
01112 - General Clerk II	14.66
01113 - General Clerk III	16.47
01120 - Housing Referral Assistant	19.43
01141 - Messenger Courier	12.44
01191 - Order Clerk I	13.75
01192 - Order Clerk II	15.00
01261 - Personnel Assistant	16.36
(Employment) I	
01262 - Personnel Assistant	18.29
(Employment) II	
01263 - Personnel Assistant	20.39
(Employment) III	
01270 - Production Control Clerk	24.48
01290 - Rental Clerk	15.22
01300 - Scheduler Maintenance	15.59
01311 - Secretary I	15.59
01312 - Secretary II	17.43
01313 - Secretary III	19.43
01320 - Service Order Dispatcher	18.59
01410 - Supply Technician	24.09
01420 - Survey Worker	15.24
01460 - Switchboard	12.96
Operator/Receptionist	
01531 - Travel Clerk I	14.40
01532 - Travel Clerk II	15.35
01533 - Travel Clerk III	16.38
01611 - Word Processor I	13.88
01612 - Word Processor II	15.59
01613 - Word Processor III	17.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.85
Fiberglass	
	rician 20.78
05040 - Automotive Glass Installer	20.09
05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.71
05130 - Motor Equipment Metal	21.44
Mechanic	10.00
05160 - Motor Equipment Metal Worker	19.99
05190 - Motor Vehicle Mechanic	21.85
05220 - Motor Vehicle Mechanic	17.98
Helper	

05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter Automotive	20.09
	20.78
05340 - Radiator Repair Specialist 05370 - Tire Repairer	16.74
05370 - Tire Repairer 05400 - Transmission Repair	21.44
Specialist	21.44
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.47
07010 Baker 07041 - Cook I	13.47
07041 COOK I	14.81
07070 - Dishwasher	9.44
07130 - Food Service Worker	9.76
07210 - Meat Cutter	17.19
07210 Meat Cutter 07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And	J.03
Repair Occupations	
09010 - Electrostatic Spray Painter	21.18
09040 - Furniture Handler	14.71
09080 - Furniture Refinisher	21.18
09090 - Furniture Refinisher Helper	16.66
09110 - Furniture Repairer Minor	19.20
09130 - Upholsterer	21.18
11000 - General Services And Support	21.10
Occupations	
11030 - Cleaner Vehicles	13.58
11060 - Elevator Operator	13.31
11090 - Gardener	17.90
11122 - Housekeeping Aide	13.31
11150 - Janitor	13.31
11210 - Laborer Grounds Maintenance	14.10
11240 - Maid or Houseman	10.51
11260 - Pruner	12.82
11270 - Tractor Operator	16.65
11330 - Trail Maintenance Worker	14.10
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	18.97
12012 - Certified Occupational	28.36
Therapist Assistant	
<u>-</u>	
12015 - Certified Physical Therapist	27.78
=	27.78
12015 - Certified Physical Therapist	19.96
12015 - Certified Physical Therapist Assistant	
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	19.96
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	19.96 36.14

12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	16.96
12072 - Licensed Practical Nurse II	18.97
12073 - Licensed Practical Nurse III	21.14
12100 - Medical Assistant	15.22
12130 - Medical Laboratory	27.01
Technician	
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	18.48
12195 - Medical Transcriptionist	18.26
12210 - Nuclear Medicine	35.64
Technologist	
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.25
12223 - Nursing Assistant III	15.55
12224 - Nursing Assistant IV	17.47
12235 - Optical Dispenser	18.52
12236 - Optical Technician	16.96
12250 - Pharmacy Technician	14.27
12280 - Phlebotomist	15.87
12305 - Radiologic Technologist	26.74
12311 - Registered Nurse I	24.93
12312 - Registered Nurse II	30.49
12313 - Registered Nurse II	30.49
Specialist	
12314 - Registered Nurse III	36.90
12315 - Registered Nurse III	36.90
Anesthetist	
12316 - Registered Nurse IV	44.22
12317 - Scheduler (Drug and Alcohol	23.50
Testing)	
12320 - Substance Abuse Treatment	24.33
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.23
13012 - Exhibits Specialist II	22.58
13013 - Exhibits Specialist III	27.62
13041 - Illustrator I	18.23
13042 - Illustrator II	22.58
13043 - Illustrator III	27.62
13047 - Librarian	25.01
13050 - Library Aide/Clerk	13.86
13054 - Library Information	22.58
Technology Systems	
Administrator	
13058 - Library Technician	16.63
13061 - Media Specialist I	15.82
13062 - Media Specialist II	17.47
13063 - Media Specialist III	19.47

13071 - Photographer I	14.56
13072 - Photographer II	17.78
13073 - Photographer III	22.03
13074 - Photographer IV	24.79
13075 - Photographer V	30.10
13090 - Technical Order Library	15.90
Clerk	
13110 - Video Teleconference	16.60
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.33
14042 - Computer Operator II	18.27
14043 - Computer Operator III	20.36
14044 - Computer Operator IV	22.63
14045 - Computer Operator V	25.06
	e 1) 22.07
	e 1) 27.39
	e 1)
14150 - Peripheral Equipment	16.33
Operator	20.00
14160 - Personal Computer Support	24.13
Technician	
14170 - System Support Specialist	25.06
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.19
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.33
Instructor (Rated)	
15030 - Air Crew Training Devices	42.34
Instructor (Pilot)	
15050 - Computer Based Training	29.19
Specialist / Instructor	
15060 - Educational Technologist	31.76
15070 - Flight Instructor (Pilot)	42.34
15080 - Graphic Artist	25.74
15085 - Maintenance Test Pilot Fixed	42.34
Jet/Prop	
15086 - Maintenance Test Pilot	42.34
Rotary Wing	
15088 - Non-Maintenance Test/Co-	42.34
Pilot	
15090 - Technical Instructor	21.55
15095 - Technical Instructor/Course	26.36
Developer	
15110 - Test Proctor	17.39

15120 - Tutor	17.39
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.17
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.09
16220 - Tailor	15.02
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.57
Room)	
19040 - Tool And Die Maker	24.42
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.59
21030 - Material Coordinator	24.48
21040 - Material Expediter	24.48
21050 - Material Handling Laborer	14.95
21071 - Order Filler	12.65
21080 - Production Line Worker (Food	18.59
Processing)	
21110 - Shipping Packer	17.07
21130 - Shipping/Receiving Clerk	17.07
21140 - Store Worker I	14.97
21150 - Stock Clerk	19.91
21210 - Tools And Parts Attendant	18.59
21410 - Warehouse Specialist	18.59
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	23.35
23019 - Aircraft Logs and Records	19.26
Technician	
23021 - Aircraft Mechanic I	22.35
23022 - Aircraft Mechanic II	23.35
23023 - Aircraft Mechanic III	24.26
23040 - Aircraft Mechanic Helper	17.89
23050 - Aircraft Painter	21.34
23060 - Aircraft Servicer	19.26
23070 - Aircraft Survival Flight	21.34
Equipment Technician	
23080 - Aircraft Worker	20.25
	= 3

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	20.25
I	
23092 - Aircrew Life Support	22.35
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.55
23120 - Bicycle Repairer	19.57
23125 - Cable Splicer	37.15
23130 - Carpenter Maintenance	21.47
23140 - Carpet Layer	21.92
23160 - Electrician Maintenance	25.81
23181 - Electronics Technician	26.95
Maintenance I	
23182 - Electronics Technician	28.48
Maintenance II	
23183 - Electronics Technician	29.91
Maintenance III	
23260 - Fabric Worker	20.89
23290 - Fire Alarm System Mechanic	22.00
23310 - Fire Extinguisher Repairer	19.57
23311 - Fuel Distribution System	32.34
Mechanic	
23312 - Fuel Distribution System	26.35
Operator	
23370 - General Maintenance Worker	19.98
23380 - Ground Support Equipment	22.35
Mechanic	
23381 - Ground Support Equipment	19.26
Servicer	
23382 - Ground Support Equipment	20.25
Worker	
23391 - Gunsmith I	19.57
23392 - Gunsmith II	22.29
23393 - Gunsmith III	24.73
23410 - Heating Ventilation And Air-	21.73
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.71
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.84
23440 - Heavy Equipment Operator	27.71
23460 - Instrument Mechanic	24.73
23465 - Laboratory/Shelter Mechanic	23.55
23470 - Laborer	14.95
23510 - Locksmith	21.34
23530 - Machinery Maintenance	28.00
Mechanic	
23550 - Machinist Maintenance	20.44

23580 - Maintenance Trades Helper	17.32
23591 - Metrology Technician I	24.73
23592 - Metrology Technician II	25.88
23593 - Metrology Technician III	26.92
23640 - Millwright	32.76
23710 - Office Appliance Repairer	21.18
23760 - Painter Maintenance	21.18
23790 - Pipefitter Maintenance	23.97
23810 - Plumber Maintenance	23.17
23820 - Pneudraulic Systems Mechanic	24.73
23850 - Rigger	24.73
23870 - Scale Mechanic	22.29
23890 - Sheet-Metal Worker	24.04
Maintenance	
23910 - Small Engine Mechanic	18.61
23931 - Telecommunications Mechanic	22.00
I	22.00
23932 - Telecommunications Mechanic	22.76
II	22.70
23950 - Telephone Lineman	25.52
23960 - Welder Combination	20.70
Maintenance	20.70
23965 - Well Driller	24.73
23970 - Well Dillier 23970 - Woodcraft Worker	24.73
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	19.57
24550 - Case Manager	16.34
24570 - Case Manager 24570 - Child Care Attendant	10.54
24570 - Child Care Actendant 24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	11.61
24610 - Chore Aide 24620 - Family Readiness And Support	16.34
Services	10.54
Coordinator	
24630 - Homemaker	16.34
25000 - Plant And System Operations	10.54
Occupations 25010 - Boiler Tender	26.21
	23.71
25040 - Sewage Plant Operator	
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	19.29
25210 - Water Treatment Plant	23.71
Operator	
27000 - Protective Service Occupations	10 20
27004 - Alarm Monitor	19.36
27007 - Baggage Inspector	16.98
27008 - Corrections Officer	21.90
27010 - Court Security Officer	21.46
27030 - Detection Dog Handler	18.99
27040 - Detention Officer	21.90
27070 - Firefighter	21.02

27101 - Guard I			16.98
27102 - Guard II			18.99
27131 - Police Officer I			23.63
27132 - Police Officer II			26.26
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.60
28042 - Carnival Equipment Repairer			13.54
28043 - Carnival Worker			9.70
28210 - Gate Attendant/Gate Tender			13.67
28310 - Lifeguard			12.03
28350 - Park Attendant (Aide)			15.29
28510 - Recreation Aide/Health			11.16
Facility Attendant			
28515 - Recreation Specialist			18.94
28630 - Sports Official			12.18
28690 - Swimming Pool Operator			15.75
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			22.28
29020 - Hatch Tender			22.28
29030 - Line Handler			22.28
29041 - Stevedore I			21.12
29042 - Stevedore II			24.17
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	41.70
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	28.75
Specialist Station (HFO)			
30012 - Air Traffic Control			31.67
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.48
30022 - Archeological Technician II			20.68
30023 - Archeological Technician III			25.61
30030 - Cartographic Technician			25.61
30040 - Civil Engineering Technician			27.78
30051 - Cryogenic Technician I			28.36
30052 - Cryogenic Technician II			31.32
30061 - Drafter/CAD Operator I			18.48
30062 - Drafter/CAD Operator II			20.68
30063 - Drafter/CAD Operator III			23.04
30064 - Drafter/CAD Operator IV			28.36
30081 - Engineering Technician I			16.50
30082 - Engineering Technician II			18.53
30083 - Engineering Technician III			20.72
30084 - Engineering Technician IV			25.67
30085 - Engineering Technician V			31.40
30086 - Engineering Technician VI			38.00
30090 - Environmental Technician			24.18
30095 - Evidence Control Specialist			25.61
30210 - Laboratory Technician			23.42

30221 - Latent Fingerprint	28.36
Technician I	0.100
30222 - Latent Fingerprint	31.32
Technician II	
30240 - Mathematical Technician	28.17
30361 - Paralegal/Legal Assistant I	18.44
30362 - Paralegal/Legal Assistant II	22.84
30363 - Paralegal/Legal Assistant	27.94
III	
30364 - Paralegal/Legal Assistant IV	33.80
30375 - Petroleum Supply Specialist	31.32
30390 - Photo-Optics Technician	22.21
30395 - Radiation Control Technician	31.32
30461 - Technical Writer I	25.61
30462 - Technical Writer II	31.32
30463 - Technical Writer III	37.90
30491 - Unexploded Ordnance (UXO)	26.50
Technician I	
30492 - Unexploded Ordnance (UXO)	32.06
Technician II	
30493 - Unexploded Ordnance (UXO)	38.43
Technician III	
30494 - Unexploded (UXO) Safety	26.50
Escort	
30495 - Unexploded (UXO) Sweep	26.50
Personnel	20.00
30501 - Weather Forecaster I	28.36
30502 - Weather Forecaster II	34.50
30620 - Weather Observer Combined (see 2)	23.04
Upper Air Or	20.01
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.61
31000 - Transportation/Mobile	20.01
Equipment Operation Occupations	
31010 - Airplane Pilot	32.06
31020 - Bus Aide	15.20
31030 - Bus Driver	20.60
31043 - Driver Courier	14.04
31260 - Parking and Lot Attendant	12.54
31290 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	14.28
31310 - Snuttle Bus Driver 31310 - Taxi Driver	
	13.88
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.11
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	15 60
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.87
99050 - Desk Clerk	9.73
99095 - Embalmer	28.80

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker	17.58
99252 - Laboratory Animal Caretaker II	18.92
99260 - Marketing Analyst	26.54
99310 - Mortician	28.92
99410 - Pest Controller	21.76
99510 - Photofinishing Worker	14.19
99710 - Recycling Laborer	19.18
99711 - Recycling Specialist	22.85
99730 - Refuse Collector	17.58
99810 - Sales Clerk	12.70
99820 - School Crossing Guard	14.53
99830 - Survey Party Chief	27.16
99831 - Surveying Aide	14.32
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	17.53
99841 - Vending Machine Repairer	23.52
99842 - Vending Machine Repairer Helper	17.53

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

| Wage Determination No.: 2015-4757

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

Director

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

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

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

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

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

State: Ohio

Area: Ohio Counties of Ottawa Sandusky Seneca

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.08
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		24.09
01035 - Court Reporter		22.78
01041 - Customer Service		13.07
Representative I		
01042 - Customer Service		14.69
Democratica II		

Representative II

01043 - Customer Service		16.03
Representative III 01051 - Data Entry Operator I		13.52
01051 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		20.79
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		13.43
01112 - General Clerk II		14.66
01113 - General Clerk III		16.47
01120 - Housing Referral Assistant		19.43
01141 - Messenger Courier		12.61
01191 - Order Clerk I		13.75
01192 - Order Clerk II		15.00
01261 - Personnel Assistant		16.68
(Employment) I		
01262 - Personnel Assistant		18.66
(Employment) II		
01263 - Personnel Assistant		20.81
(Employment) III		
01270 - Production Control Clerk		24.48
01290 - Rental Clerk		13.66
01300 - Scheduler Maintenance		15.59
01311 - Secretary I		15.59
01312 - Secretary II		17.43
01313 - Secretary III		19.43
01320 - Service Order Dispatcher		18.59
01410 - Supply Technician		24.09
01420 - Survey Worker		14.69
01460 - Switchboard		12.96
Operator/Receptionist		
01531 - Travel Clerk I		14.40
01532 - Travel Clerk II		15.35
01533 - Travel Clerk III		16.38
01611 - Word Processor I		13.88
01612 - Word Processor II		15.59
01613 - Word Processor III		17.43
05000 - Automotive Service Occupations		10 15
05005 - Automobile Body Repairer		19.15
Fiberglass		10 50
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		17.96
05070 - Automotive Worker		17.96
05110 - Mobile Equipment Servicer		16.78
05130 - Motor Equipment Metal Mechanic		21.00
05160 - Motor Equipment Metal Worker		19.75
05100 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		18.61
05220 - Motor Vehicle Mechanic		16.19
Helper		⊥∪• ⊥ <i>Э</i>

Worker
05310 - Painter Automotive 18.56
05340 - Radiator Repair Specialist 19.75 05370 - Tire Repairer 15.52 05400 - Transmission Repair 19.15 Specialist 19.15 Specialist 19.15 Specialist 19.15 Specialist 19.10 19.15 Specialist 19.10 19.15
05370 - Tire Repairer 15.52 05400 - Transmission Repair 19.15 Specialist
05400 - Transmission Repair 19.15
Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 13.47 07041 - Cook I 13.00 07042 - Cook II 14.81 07070 - Dishwasher 9.44 07130 - Food Service Worker 9.76 07210 - Meat Cutter 17.19 07260 - Waiter/Waitress 9.48 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 19.45 09040 - Furniture Handler 15.55 09080 - Furniture Refinisher 19.45 09090 - Furniture Refinisher 19.45 09100 - Furniture Refinisher 19.45 1000 - General Services And Support 18.18 09130 - Upholsterer 19.45 11000 - General Services And Support 10000 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 11150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10 1
07000 - Food Preparation And Service Occupations 07010 - Baker 13.47 07041 - Cook I 13.00 07042 - Cook II 14.81 07070 - Dishwasher 9.44 07130 - Food Service Worker 9.76 07210 - Meat Cutter 17.19 07260 - Waiter/Waitress 9.48 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 19.45 09040 - Furniture Handler 15.55 09080 - Furniture Refinisher 19.45 09090 - Furniture Refinisher Helper 16.96 09110 - Furniture Repairer Minor 18.18 09130 - Upholsterer 19.45 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 13.58 11060 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 11210 - Laborer Grounds Maintenance 14.10
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07130 - Food Service Worker 9.76 07210 - Meat Cutter 17.19 07260 - Waiter/Waitress 9.48 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 19.45 09040 - Furniture Handler 15.55 09080 - Furniture Refinisher 19.45 09090 - Furniture Refinisher Helper 16.96 09110 - Furniture Repairer Minor 18.18 09130 - Upholsterer 19.45 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 13.58 11060 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 1150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
07210 - Meat Cutter 17.19 07260 - Waiter/Waitress 9.48 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 19.45 09040 - Furniture Handler 15.55 09080 - Furniture Refinisher 19.45 09090 - Furniture Refinisher Helper 16.96 09110 - Furniture Repairer Minor 18.18 09130 - Upholsterer 19.45 11000 - General Services And Support Occupations 13.58 11060 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 11150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
07260 - Waiter/Waitress 9.48 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 19.45 09040 - Furniture Handler 15.55 09080 - Furniture Refinisher 19.45 09090 - Furniture Refinisher Helper 16.96 09110 - Furniture Repairer Minor 18.18 09130 - Upholsterer 19.45 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 13.58 11060 - Elevator Operator 13.31 1102 - Housekeeping Aide 13.31 11150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 19.45 09040 - Furniture Handler 15.55 09080 - Furniture Refinisher 19.45 09090 - Furniture Refinisher Helper 16.96 09110 - Furniture Repairer Minor 18.18 09130 - Upholsterer 19.45 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 13.58 11060 - Elevator Operator 13.31 1102 - Housekeeping Aide 13.31 1150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
Repair Occupations 19.45 09010 - Electrostatic Spray Painter 19.45 09040 - Furniture Handler 15.55 09080 - Furniture Refinisher 19.45 09090 - Furniture Refinisher Helper 16.96 09110 - Furniture Repairer Minor 18.18 09130 - Upholsterer 19.45 11000 - General Services And Support Occupations 13.58 11060 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 1150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
09010 - Electrostatic Spray Painter 19.45 09040 - Furniture Handler 15.55 09080 - Furniture Refinisher 19.45 09090 - Furniture Refinisher Helper 16.96 09110 - Furniture Repairer Minor 18.18 09130 - Upholsterer 19.45 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 13.58 11060 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 1150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
09040 - Furniture Handler 15.55 09080 - Furniture Refinisher 19.45 09090 - Furniture Refinisher Helper 16.96 09110 - Furniture Repairer Minor 18.18 09130 - Upholsterer 19.45 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 13.58 11060 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 1150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
09080 - Furniture Refinisher 19.45 09090 - Furniture Refinisher Helper 16.96 09110 - Furniture Repairer Minor 18.18 09130 - Upholsterer 19.45 11000 - General Services And Support 00 Occupations 13.58 11030 - Cleaner Vehicles 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 1150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
09090 - Furniture Refinisher Helper 16.96 09110 - Furniture Repairer Minor 18.18 09130 - Upholsterer 19.45 11000 - General Services And Support Occupations 13.58 11030 - Cleaner Vehicles 13.58 11060 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 1150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
09110 - Furniture Repairer Minor 18.18 09130 - Upholsterer 19.45 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 13.58 11060 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 1150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
09130 - Upholsterer 19.45 11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 13.58 11060 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 1150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 13.58 11060 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 11150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
Occupations 11030 - Cleaner Vehicles 13.58 11060 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 11150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
11030 - Cleaner Vehicles 13.58 11060 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 11150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
11060 - Elevator Operator 13.31 11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 11150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
11090 - Gardener 17.90 11122 - Housekeeping Aide 13.31 11150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
11122 - Housekeeping Aide 13.31 11150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
11150 - Janitor 13.31 11210 - Laborer Grounds Maintenance 14.10
11210 - Laborer Grounds Maintenance 14.10
11240 - Maid or Houseman 10.31 11260 - Pruner 12.82
11270 - Fruner 12.02 11270 - Tractor Operator 16.65
11330 - Trail Maintenance Worker 14.10
11360 - Window Cleaner 14.63
12000 - Health Occupations
12010 - Ambulance Driver 15.81
12010 - Amburance Driver 12011 - Breath Alcohol Technician 18.97
12012 - Certified Occupational 28.36
Therapist Assistant
12015 - Certified Physical Therapist 27.78
Assistant
12020 - Dental Assistant 19.96
12025 - Dental Hygienist 36.14
12030 - EKG Technician 28.58
12035 - Electroneurodiagnostic 28.58
Technologist

12040 - Emergency Medical Technician	15.81
12071 - Licensed Practical Nurse I	16.96
12072 - Licensed Practical Nurse II	18.97
12073 - Licensed Practical Nurse III	21.14
12100 - Medical Assistant	15.22
12130 - Medical Laboratory	27.01
Technician	
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	18.48
12195 - Medical Transcriptionist	18.26
12210 - Nuclear Medicine	35.13
Technologist	
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.25
12223 - Nursing Assistant III	15.55
12224 - Nursing Assistant IV	17.47
12235 - Optical Dispenser	18.52
12236 - Optical Technician	16.96
12250 - Pharmacy Technician	14.27
12280 - Phlebotomist	15.87
12305 - Radiologic Technologist	26.74
12311 - Registered Nurse I	24.93
12312 - Registered Nurse II	30.49
12313 - Registered Nurse II	30.49
Specialist	
12314 - Registered Nurse III	36.90
12315 - Registered Nurse III	36.90
Anesthetist	
12316 - Registered Nurse IV	44.22
12317 - Scheduler (Drug and Alcohol	23.50
Testing)	
12320 - Substance Abuse Treatment	24.33
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.52
13012 - Exhibits Specialist II	24.20
13013 - Exhibits Specialist III	29.60
13041 - Illustrator I	19.52
13042 - Illustrator II	24.20
13043 - Illustrator III	29.60
13047 - Librarian	26.79
13050 - Library Aide/Clerk	10.84
13054 - Library Information	24.20
Technology Systems	
Administrator	
13058 - Library Technician	16.32
13061 - Media Specialist I	17.46
13062 - Media Specialist II	19.52
13063 - Media Specialist III	21.78

13071 - Photographer I		15.35
13072 - Photographer II		17.78
13073 - Photographer III		22.08
13074 - Photographer IV		26.08
13075 - Photographer V		31.54
13090 - Technical Order Library		15.90
Clerk		
13110 - Video Teleconference		19.85
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.33
14042 - Computer Operator II		18.27
14043 - Computer Operator III		20.36
14044 - Computer Operator IV		22.63
14045 - Computer Operator V		25.06
14071 - Computer Programmer I	(see 1)	19.94
14072 - Computer Programmer II	(see 1)	26.06
14073 - Computer Programmer III	(see 1)	20.00
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14101 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	1 ())
14150 - Peripheral Equipment		16.33
Operator		07.66
14160 - Personal Computer Support		27.66
Technician		
14170 - System Support Specialist		25.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.19
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.33
Instructor (Rated)		
15030 - Air Crew Training Devices		42.34
Instructor (Pilot)		
15050 - Computer Based Training		29.19
Specialist / Instructor		
15060 - Educational Technologist		31.76
15070 - Flight Instructor (Pilot)		42.34
15080 - Graphic Artist		21.19
15085 - Maintenance Test Pilot Fixed		42.34
Jet/Prop		
15086 - Maintenance Test Pilot		42.34
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.34
Pilot		
15090 - Technical Instructor		21.22
15095 - Technical Instructor/Course		25.95
Developer		20.00
15110 - Test Proctor		17.13
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15120 - Tutor	17.13
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.60
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.81
16220 - Tailor	15.96
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.85
Room)	
19040 - Tool And Die Maker	25.12
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.59
21030 - Material Coordinator	24.48
21040 - Material Expediter	24.48
21050 - Material Handling Laborer	17.63
21071 - Order Filler	13.86
21080 - Production Line Worker (Food	18.59
Processing)	
21110 - Shipping Packer	17.07
21130 - Shipping/Receiving Clerk	17.07
21140 - Store Worker I	14.97
21150 - Stock Clerk	19.91
21210 - Tools And Parts Attendant	18.59
21410 - Warehouse Specialist	18.59
23000 - Mechanics And Maintenance And	20.03
Repair Occupations	
23010 - Aerospace Structural Welder	26.33
23019 - Aircraft Logs and Records	22.24
Technician	
23021 - Aircraft Mechanic I	25.28
23022 - Aircraft Mechanic II	26.33
23023 - Aircraft Mechanic III	27.42
23040 - Aircraft Mechanic Helper	20.78
23050 - Aircraft Painter	23.74
23060 - Aircraft Servicer	22.24
23070 - Aircraft Survival Flight	23.74
Equipment Technician	20.14
23080 - Aircraft Worker	23.02
20000 MILCIAIC NOIREL	20.02

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	23.02
I	
23092 - Aircrew Life Support	25.28
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.55
23120 - Bicycle Repairer	19.57
23125 - Cable Splicer	37.15
23130 - Carpenter Maintenance	21.82
23140 - Carpet Layer	22.14
23160 - Electrician Maintenance	26.11
23181 - Electronics Technician	26.95
Maintenance I	
23182 - Electronics Technician	28.48
Maintenance II	
23183 - Electronics Technician	29.91
Maintenance III	
23260 - Fabric Worker	20.89
23290 - Fire Alarm System Mechanic	23.61
23310 - Fire Extinguisher Repairer	19.57
23311 - Fuel Distribution System	34.61
Mechanic	
23312 - Fuel Distribution System	27.65
Operator	
23370 - General Maintenance Worker	19.98
23380 - Ground Support Equipment	25.28
Mechanic	
23381 - Ground Support Equipment	22.24
Servicer	
23382 - Ground Support Equipment	23.02
Worker	
23391 - Gunsmith I	19.90
23392 - Gunsmith II	22.42
23393 - Gunsmith III	24.73
23410 - Heating Ventilation And Air-	22.67
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.61
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.65
23440 - Heavy Equipment Operator	28.09
23460 - Instrument Mechanic	24.73
23465 - Laboratory/Shelter Mechanic	23.55
23470 - Laborer	18.30
23510 - Locksmith	22.83
23530 - Machinery Maintenance	27.29
Mechanic	
23550 - Machinist Maintenance	20.55

23580 - Maintenance Trades Helper	17.32
23591 - Metrology Technician I	24.73
23592 - Metrology Technician II	25.88
23593 - Metrology Technician III	26.92
23640 - Millwright	32.76
23710 - Office Appliance Repairer	21.65
23760 - Painter Maintenance	22.17
23790 - Pipefitter Maintenance	28.90
23810 - Plumber Maintenance	23.62
23820 - Pneudraulic Systems Mechanic	24.73
23850 - Rigger	24.73
23870 - Scale Mechanic	22.29
23890 - Sheet-Metal Worker	26.68
Maintenance	20.00
	18.81
23910 - Small Engine Mechanic	
23931 - Telecommunications Mechanic	23.78
I	
23932 - Telecommunications Mechanic	24.65
II	
23950 - Telephone Lineman	25.52
23960 - Welder Combination	20.70
Maintenance	
23965 - Well Driller	24.73
23970 - Woodcraft Worker	24.73
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24550 - Case Manager	16.34
24570 - Child Care Attendant	10.16
24580 - Child Care Center Clerk	12.68
24610 - Chore Aide	11.61
24620 - Family Readiness And Support	16.34
Services	10.54
Coordinator	
24630 - Homemaker	16.34
	10.34
25000 - Plant And System Operations	
Occupations	06.50
25010 - Boiler Tender	26.52
25040 - Sewage Plant Operator	23.71
25070 - Stationary Engineer	26.52
25190 - Ventilation Equipment Tender	19.89
25210 - Water Treatment Plant	23.71
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.36
27007 - Baggage Inspector	16.98
27008 - Corrections Officer	21.90
27010 - Court Security Officer	21.46
27030 - Detection Dog Handler	18.99
27040 - Detention Officer	21.90
27070 - Firefighter	21.02
z z z z z z z z z z z z z z z z z z	21.02

27101 - Guard I		16.98
27102 - Guard II		18.99
27131 - Police Officer I		23.63
27132 - Police Officer II		26.26
28000 - Recreation Occupations		20.20
28041 - Carnival Equipment Operator		12.60
28042 - Carnival Equipment Repairer		13.54
28043 - Carnival Worker		10.08
28210 - Gate Attendant/Gate Tender		13.67
28310 - Lifequard		11.90
28350 - Park Attendant (Aide)		15.29
28510 - Recreation Aide/Health		11.16
Facility Attendant		11.10
28515 - Recreation Specialist		18.94
28630 - Sports Official		12.18
28690 - Swimming Pool Operator		16.62
29000 - Stevedoring/Longshoremen		10.02
Occupational Services		
29010 - Blocker And Bracer		22.87
29020 - Hatch Tender		22.87
29030 - Line Handler		22.87
29030 - Hine Handler 29041 - Stevedore I		21.44
29041 - Stevedore II		24.17
30000 - Technical Occupations		24.1 <i>/</i>
30010 - Air Traffic Control	(see 2)	41.70
Specialist Center (HFO)	(366 2)	41.70
30011 - Air Traffic Control	(see 2)	28.75
Specialist Station (HFO)	(366 2)	20.75
30012 - Air Traffic Control		31.67
Specialist Terminal (HFO) (see 2)		31.07
30021 - Archeological Technician I		18.48
30022 - Archeological Technician II		20.68
30023 - Archeological Technician III		25.61
30030 - Cartographic Technician		25.61
30040 - Civil Engineering Technician		27.78
30051 - Cryogenic Technician I		28.36
30052 - Cryogenic Technician II		31.32
30061 - Drafter/CAD Operator I		18.48
30062 - Drafter/CAD Operator II		20.68
30063 - Drafter/CAD Operator III		23.04
30064 - Drafter/CAD Operator IV		28.36
30081 - Engineering Technician I		16.55
30082 - Engineering Technician II		18.58
30083 - Engineering Technician III		20.79
30084 - Engineering Technician IV		25.75
30085 - Engineering Technician V		31.50
30086 - Engineering Technician VI		38.12
30090 - Environmental Technician		22.32
30095 - Evidence Control Specialist		25.61
30210 - Laboratory Technician		23.42
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30221 - Latent Fingerprint Technician I	28.36
30222 - Latent Fingerprint	31.32
	31.32
Technician II	00 17
30240 - Mathematical Technician	28.17
30361 - Paralegal/Legal Assistant I	18.44
30362 - Paralegal/Legal Assistant II	22.84
30363 - Paralegal/Legal Assistant	27.94
III	
30364 - Paralegal/Legal Assistant IV	33.80
30375 - Petroleum Supply Specialist	31.32
30390 - Photo-Optics Technician	23.77
30395 - Radiation Control Technician	31.32
30461 - Technical Writer I	25.61
30462 - Technical Writer II	31.32
30463 - Technical Writer III	37.90
30491 - Unexploded Ordnance (UXO)	26.50
Technician I	
30492 - Unexploded Ordnance (UXO)	32.06
Technician II	
30493 - Unexploded Ordnance (UXO)	38.43
Technician III	
30494 - Unexploded (UXO) Safety	26.50
Escort	
30495 - Unexploded (UXO) Sweep	26.50
Personnel	
30501 - Weather Forecaster I	28.36
30502 - Weather Forecaster II	34.50
30620 - Weather Observer Combined (see 2)	23.04
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.61
31000 - Transportation/Mobile	20.01
Equipment Operation Occupations	
31010 - Airplane Pilot	32.06
31020 - Bus Aide	15.20
31030 - Bus Driver	20.60
31043 - Driver Courier	14.04
31260 - Parking and Lot Attendant	11.72
31290 - Shuttle Bus Driver	14.73
31310 - Taxi Driver	11.67
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	22.00
99020 - Cabin Safety Specialist	15.63
99030 - Cabin Safety Specialist 99030 - Cashier	10.87
99050 - Cashier 99050 - Desk Clerk	
	9.87
99095 - Embalmer	28.92

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker	13.98
99252 - Laboratory Animal Caretaker II	15.03
99260 - Marketing Analyst	26.54
99310 - Mortician	28.92
99410 - Pest Controller	17.09
99510 - Photofinishing Worker	14.27
99710 - Recycling Laborer	19.44
99711 - Recycling Specialist	23.11
99730 - Refuse Collector	17.43
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	12.15
99830 - Survey Party Chief	20.61
99831 - Surveying Aide	14.00
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	18.14
99841 - Vending Machine Repairer	20.11
99842 - Vending Machine Repairer	18.14
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4759

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

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

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

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

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

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

State: Ohio

Area: Ohio County of Columbiana

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.08
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		24.09
01035 - Court Reporter		19.57
01041 - Customer Service		13.07
Representative I		
01042 - Customer Service		14.69
Representative II		

01043 - Customer Service		16.03
Representative III		
01051 - Data Entry Operator I		13.52
01052 - Data Entry Operator II		15.04
01060 - Dispatcher Motor Vehicle		20.79
01070 - Document Preparation Clerk		12.93
01090 - Duplicating Machine Operator		12.93
01111 - General Clerk I		13.43
01112 - General Clerk II		14.66
01113 - General Clerk III		16.47
01120 - Housing Referral Assistant		19.94
01141 - Messenger Courier		12.44
01191 - Order Clerk I		13.75
01192 - Order Clerk II		15.00
01261 - Personnel Assistant		17.06
(Employment) I		
01262 - Personnel Assistant		19.16
(Employment) II		
01263 - Personnel Assistant		22.37
(Employment) III		22.07
01270 - Production Control Clerk		24.48
01290 - Rental Clerk		15.39
01300 - Scheduler Maintenance		15.66
01311 - Secretary I		15.66
01312 - Secretary II		17.51
_		19.46
01313 - Secretary III		
01320 - Service Order Dispatcher		18.59
01410 - Supply Technician		24.09
01420 - Survey Worker		19.16
01460 - Switchboard		12.96
Operator/Receptionist		1 4 40
01531 - Travel Clerk I		14.40
01532 - Travel Clerk II		15.35
01533 - Travel Clerk III		16.38
01611 - Word Processor I		14.38
01612 - Word Processor II		16.91
01613 - Word Processor III		19.16
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		20.33
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal		20.33
Mechanic		
05160 - Motor Equipment Metal Worker		18.92
05190 - Motor Vehicle Mechanic		00 00
		20.33
05220 - Motor Vehicle Mechanic		16.50

05250 - Motor Vehicle Upholstery Worker	18.07
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair	20.33
Specialist	20.33
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.47
07041 - Cook I	13.00
07042 - Cook II	14.81
07070 - Dishwasher	9.44
07130 - Food Service Worker	9.76
07210 - Meat Cutter	17.19
07260 - Waiter/Waitress	9.72
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.73
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.22
09130 - Upholsterer	18.73
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.58
11060 - Elevator Operator	13.31
11090 - Gardener	17.90
11122 - Housekeeping Aide	13.31
11150 - Janitor	13.31
11210 - Laborer Grounds Maintenance	14.10
11240 - Maid or Houseman	10.51
11260 - Pruner	12.82 16.65
11270 - Tractor Operator 11330 - Trail Maintenance Worker	14.10
11360 - Window Cleaner	14.10
12000 - Window Cleaner 12000 - Health Occupations	14.03
12010 - Ambulance Driver	15.81
12010 Immurance Briver 12011 - Breath Alcohol Technician	18.97
12012 - Certified Occupational	28.36
Therapist Assistant	
12015 - Certified Physical Therapist	27.78
Assistant	
12020 - Dental Assistant	19.96
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.58
12035 - Electroneurodiagnostic	28.58
Technologist	

12040 - Emergency Medical Technician	15.81
12071 - Licensed Practical Nurse I	16.96
12072 - Licensed Practical Nurse II	18.97
12073 - Licensed Practical Nurse III	21.14
12100 - Medical Assistant	15.22
12130 - Medical Laboratory	27.01
Technician	
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	18.48
12195 - Medical Transcriptionist	18.24
12210 - Nuclear Medicine	35.13
Technologist	
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.25
12223 - Nursing Assistant III	15.55
12224 - Nursing Assistant IV	17.47
12235 - Optical Dispenser	18.52
12236 - Optical Technician	16.96
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	15.87
12305 - Radiologic Technologist	26.74
12311 - Registered Nurse I	24.93
12312 - Registered Nurse II	30.49
12313 - Registered Nurse II	30.49
Specialist	
12314 - Registered Nurse III	36.90
12315 - Registered Nurse III	36.90
Anesthetist	
12316 - Registered Nurse IV	44.22
12317 - Scheduler (Drug and Alcohol	23.50
Testing)	
12320 - Substance Abuse Treatment	24.33
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.87
13012 - Exhibits Specialist II	22.15
13013 - Exhibits Specialist III	27.09
13041 - Illustrator I	17.87
13042 - Illustrator II	22.15
13043 - Illustrator III	27.09
13047 - Librarian	24.52
13050 - Library Aide/Clerk	12.65
13054 - Library Information	22.15
Technology Systems	
Administrator	
13058 - Library Technician	16.42
13061 - Media Specialist I	15.98
13062 - Media Specialist II	17.87
13063 - Media Specialist III	19.93

13071 - Photographer I		14.83
13072 - Photographer II		17.78
13073 - Photographer III		21.80
13074 - Photographer IV		25.12
13075 - Photographer V		29.27
13090 - Technical Order Library		15.90
Clerk		
13110 - Video Teleconference		16.60
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.33
14042 - Computer Operator II		18.27
14043 - Computer Operator III		20.36
14044 - Computer Operator IV		22.63
14045 - Computer Operator V		25.06
14071 - Computer Programmer I	(see 1)	22.56
14072 - Computer Programmer II	(see 1)	22.00
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	· · ·	
14101 - Computer Systems Analyst II	(see 1)	
	·	
14103 - Computer Systems Analyst III	(see 1)	1 ())
14150 - Peripheral Equipment		16.33
Operator		22 62
14160 - Personal Computer Support		22.63
Technician		
14170 - System Support Specialist		25.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.19
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.33
Instructor (Rated)		
15030 - Air Crew Training Devices		42.34
Instructor (Pilot)		
15050 - Computer Based Training		29.19
Specialist / Instructor		
15060 - Educational Technologist		31.76
15070 - Flight Instructor (Pilot)		42.34
15080 - Graphic Artist		22.27
15085 - Maintenance Test Pilot Fixed		42.34
Jet/Prop		
15086 - Maintenance Test Pilot		42.34
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.34
Pilot		-
15090 - Technical Instructor		21.22
15095 - Technical Instructor/Course		25.95
Developer		
15110 - Test Proctor		17.57

15120 - Tutor	17.57
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.17
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.09
16220 - Tailor	15.02
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.51
Room)	
19040 - Tool And Die Maker	25.76
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.21
21030 - Material Coordinator	24.48
21040 - Material Expediter	24.48
21050 - Material Handling Laborer	14.95
21071 - Order Filler	15.96
21080 - Production Line Worker (Food	19.21
Processing)	
21110 - Shipping Packer	17.07
21130 - Shipping/Receiving Clerk	17.07
21140 - Store Worker I	14.97
21150 - Stock Clerk	19.91
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.84
23019 - Aircraft Logs and Records	23.16
Technician	
23021 - Aircraft Mechanic I	25.74
23022 - Aircraft Mechanic II	26.84
23023 - Aircraft Mechanic III	27.81
23040 - Aircraft Mechanic Helper	20.56
23050 - Aircraft Painter	24.69
23060 - Aircraft Servicer	23.16
23070 - Aircraft Survival Flight	24.69
Equipment Technician	
23080 - Aircraft Worker	24.27

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	24.27
I	
23092 - Aircrew Life Support	25.74
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.55
23120 - Bicycle Repairer	19.57
23125 - Cable Splicer	37.15
23130 - Carpenter Maintenance	21.47
23140 - Carpet Layer	22.43
23160 - Electrician Maintenance	25.81
23181 - Electronics Technician	26.95
Maintenance I	
23182 - Electronics Technician	28.48
Maintenance II	
23183 - Electronics Technician	29.91
Maintenance III	
23260 - Fabric Worker	20.89
23290 - Fire Alarm System Mechanic	21.56
23310 - Fire Extinguisher Repairer	19.57
23311 - Fuel Distribution System	34.61
Mechanic	
23312 - Fuel Distribution System	27.38
Operator	
23370 - General Maintenance Worker	19.98
23380 - Ground Support Equipment	25.74
Mechanic	
23381 - Ground Support Equipment	23.16
Servicer	
23382 - Ground Support Equipment	24.27
Worker	
23391 - Gunsmith I	19.57
23392 - Gunsmith II	22.29
23393 - Gunsmith III	24.73
23410 - Heating Ventilation And Air-	21.73
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.71
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.84
23440 - Heavy Equipment Operator	26.87
23460 - Instrument Mechanic	24.73
23465 - Laboratory/Shelter Mechanic	23.55
23470 - Laborer	14.95
23510 - Locksmith	21.34
23530 - Machinery Maintenance	29.40
Mechanic	
23550 - Machinist Maintenance	21.37

23580 - Maintenance Trades Helper	17.32
23591 - Metrology Technician I	24.73
23592 - Metrology Technician II	25.88
23593 - Metrology Technician III	26.92
23640 - Millwright	32.76
23710 - Office Appliance Repairer	20.72
23760 - Painter Maintenance	23.89
23790 - Pipefitter Maintenance	27.15
23810 - Plumber Maintenance	24.36
23820 - Pneudraulic Systems Mechanic	24.73
23850 - Rigger	24.73
23870 - Scale Mechanic	22.29
23890 - Sheet-Metal Worker	28.12
Maintenance	
23910 - Small Engine Mechanic	19.52
23931 - Telecommunications Mechanic	25.28
I	
23932 - Telecommunications Mechanic	26.36
II	
23950 - Telephone Lineman	25.52
23960 - Welder Combination	21.30
Maintenance	
23965 - Well Driller	24.73
23970 - Woodcraft Worker	24.73
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24550 - Case Manager	16.34
24570 - Child Care Attendant	10.13
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	11.61
24620 - Family Readiness And Support	16.34
Services	
Coordinator	
24630 - Homemaker	16.34
25000 - Plant And System Operations	1000
Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	23.71
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	19.29
25210 - Water Treatment Plant	23.71
Operator	20.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.36
27007 - Baggage Inspector	16.98
27007 - Baggage Inspector 27008 - Corrections Officer	21.90
27000 - Corrections Officer 27010 - Court Security Officer	21.46
27010 - Court Security Officer 27030 - Detection Dog Handler	18.99
27030 - Detection bog Handler 27040 - Detention Officer	21.90
27070 - Firefighter	21.90
27070 - Firerighter	21.02

27101 - Guard I			16.98
27102 - Guard II			18.99
27131 - Police Officer I			23.63
27132 - Police Officer II			26.26
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.60
28042 - Carnival Equipment Repairer			13.54
28043 - Carnival Worker			9.70
28210 - Gate Attendant/Gate Tender			14.38
28310 - Lifeguard			10.92
28350 - Park Attendant (Aide)			16.08
28510 - Recreation Aide/Health			11.74
Facility Attendant			
28515 - Recreation Specialist			18.94
28630 - Sports Official			12.81
28690 - Swimming Pool Operator			16.22
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			22.13
29020 - Hatch Tender			22.13
29030 - Line Handler			22.13
29041 - Stevedore I			20.45
29042 - Stevedore II			23.05
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	41.70
Specialist Center (HFO)	•	·	
30011 - Air Traffic Control	(see	2)	28.75
Specialist Station (HFO)			
30012 - Air Traffic Control			31.67
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			19.30
30022 - Archeological Technician II			21.59
30023 - Archeological Technician III			25.61
30030 - Cartographic Technician			26.76
30040 - Civil Engineering Technician			27.78
30051 - Cryogenic Technician I			28.36
30052 - Cryogenic Technician II			31.32
30061 - Drafter/CAD Operator I			19.30
30062 - Drafter/CAD Operator II			21.59
30063 - Drafter/CAD Operator III			24.08
30064 - Drafter/CAD Operator IV			29.62
30081 - Engineering Technician I			18.89
30082 - Engineering Technician II			21.20
30083 - Engineering Technician III			23.71
30084 - Engineering Technician IV			29.38
30085 - Engineering Technician V			35.94
30086 - Engineering Technician VI			43.48
30090 - Environmental Technician			23.90
30095 - Evidence Control Specialist			25.61
30210 - Laboratory Technician			23.42

30221 - Latent Fingerprint	28.36
Technician I	
30222 - Latent Fingerprint	31.32
Technician II	
30240 - Mathematical Technician	29.10
30361 - Paralegal/Legal Assistant I	18.44
30362 - Paralegal/Legal Assistant II	22.84
30363 - Paralegal/Legal Assistant	27.94
III	
30364 - Paralegal/Legal Assistant IV	33.80
30375 - Petroleum Supply Specialist	31.32
30390 - Photo-Optics Technician	26.27
30395 - Radiation Control Technician	31.32
30461 - Technical Writer I	25.61
30462 - Technical Writer II	31.32
30463 - Technical Writer III	37.90
30491 - Unexploded Ordnance (UXO)	26.50
Technician I	
30492 - Unexploded Ordnance (UXO)	32.06
Technician II	
30493 - Unexploded Ordnance (UXO)	38.43
Technician III	
30494 - Unexploded (UXO) Safety	26.50
Escort	
30495 - Unexploded (UXO) Sweep	26.50
Personnel	
30501 - Weather Forecaster I	28.56
30502 - Weather Forecaster II	34.74
30620 - Weather Observer Combined (see 2)	24.08
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.27
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	32.06
31020 - Bus Aide	15.20
31030 - Bus Driver	20.60
31043 - Driver Courier	14.81
31260 - Parking and Lot Attendant	12.56
31290 - Shuttle Bus Driver	14.81
31310 - Taxi Driver	11.67
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	17.78
31363 - Truckdriver Heavy	22.08
31364 - Truckdriver Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	22.00
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	10.87
99050 - Cashler 99050 - Desk Clerk	12.25
99050 - Desk Clerk 99095 - Embalmer	
33030 - FIIIDATIIIET	29.78

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker	13.98
99252 - Laboratory Animal Caretaker II	15.03
99260 - Marketing Analyst	26.54
99310 - Mortician	29.78
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	14.39
99710 - Recycling Laborer	19.73
99711 - Recycling Specialist	23.11
99730 - Refuse Collector	18.02
99810 - Sales Clerk	12.70
99820 - School Crossing Guard	12.15
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	12.77
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	15.65
99841 - Vending Machine Repairer	19.64
99842 - Vending Machine Repairer Helper	15.65

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

| Wage Determination No.: 2015-4761

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

Director

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

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

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

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

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

State: Ohio

Area: Ohio Counties of Coshocton Guernsey Muskingum

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.59
01012 - Accounting Clerk II		16.39
01013 - Accounting Clerk III		18.33
01020 - Administrative Assistant		22.91
01035 - Court Reporter		17.96
01041 - Customer Service		12.58
Representative I		
01042 - Customer Service		14.15
Representative II		

129

01043 - Customer Service Representative III		15.44
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.03
		19.52
01060 - Dispatcher Motor Vehicle		
01070 - Document Preparation Clerk		13.55
01090 - Duplicating Machine Operator		13.55
01111 - General Clerk I		14.11
01112 - General Clerk II		15.40
01113 - General Clerk III		17.30
01120 - Housing Referral Assistant		21.46
01141 - Messenger Courier		12.68
01191 - Order Clerk I		14.58
01192 - Order Clerk II		15.91
01261 - Personnel Assistant		17.06
(Employment) I		
01262 - Personnel Assistant		19.08
(Employment) II		
01263 - Personnel Assistant		21.26
(Employment) III		
01270 - Production Control Clerk		23.44
01290 - Rental Clerk		16.66
01300 - Scheduler Maintenance		17.20
01311 - Secretary I		17.20
01312 - Secretary II		19.24
01313 - Secretary III		21.46
01320 - Service Order Dispatcher		17.20
01410 - Supply Technician		23.84
01420 - Survey Worker		16.70
01460 - Switchboard		13.35
Operator/Receptionist		
01531 - Travel Clerk I		13.34
01532 - Travel Clerk II		14.25
01533 - Travel Clerk III		15.23
01611 - Word Processor I		13.56
01612 - Word Processor II		15.23
01613 - Word Processor III		17.96
05000 - Automotive Service Occupations		17.50
05005 - Automobile Body Repairer		21.84
Fiberglass		21.04
05010 - Automotive	Electrician	19.56
05040 - Automotive Glass Installer	Electician	18.71
05040 - Automotive Glass Installer 05070 - Automotive Worker		19.26
05110 - Mobile Equipment Servicer		17.02
05130 - Motor Equipment Metal		22.25
Mechanic		10 00
05160 - Motor Equipment Metal Worker		18.89
05190 - Motor Vehicle Mechanic		20.39
05220 - Motor Vehicle Mechanic		16.18
Helper		

05250 - Motor Vehicle Upholstery	18.39
Worker 05280 - Motor Vehicle Wrecker	19.26
05280 - Motor Venicle Wrecker 05310 - Painter Automotive	20.38
05310 - Painter Automotive 05340 - Radiator Repair Specialist	19.26
<u> </u>	16.09
05370 - Tire Repairer 05400 - Transmission Repair	20.39
Specialist	20.39
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.50
07041 - Cook I	13.31
07042 - Cook II	15.24
07070 - Dishwasher	10.05
07130 - Food Service Worker	10.13
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And	J. 01
Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	11.93
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.49
09110 - Furniture Repairer Minor	15.50
09130 - Upholsterer	16.32
09130 OpiiO13 Celei	10.02
11000 - General Services And Support	10.02
-	10.02
11000 - General Services And Support	14.15
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles	14.15
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	14.15 13.45
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	14.15 13.45 15.02
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide	14.15 13.45 15.02 13.45
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor	14.15 13.45 15.02 13.45 13.45 12.01 10.73
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	14.15 13.45 15.02 13.45 13.45 12.01
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94 12.01
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94 12.01 14.76
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94 12.01 14.76
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94 12.01 14.76
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94 12.01 14.76
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94 12.01 14.76 18.70 19.39 28.02
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94 12.01 14.76
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94 12.01 14.76 18.70 19.39 28.02
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94 12.01 14.76 18.70 19.39 28.02 26.82
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94 12.01 14.76 18.70 19.39 28.02 26.82 17.16 36.62
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94 12.01 14.76 18.70 19.39 28.02 26.82 17.16 36.62 29.38
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	14.15 13.45 15.02 13.45 13.45 12.01 10.73 10.89 13.94 12.01 14.76 18.70 19.39 28.02 26.82 17.16 36.62

12040 - Emergency Medical Technician	18.70
12071 - Licensed Practical Nurse I	17.34
12072 - Licensed Practical Nurse II	19.39
12073 - Licensed Practical Nurse III	21.61
12100 - Medical Assistant	14.19
12130 - Medical Laboratory	24.99
Technician	
12160 - Medical Record Clerk	15.72
12190 - Medical Record Technician	18.80
12195 - Medical Transcriptionist	16.98
12210 - Nuclear Medicine	42.61
Technologist	
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.37
12223 - Nursing Assistant III	14.59
12224 - Nursing Assistant IV	16.39
12235 - Optical Dispenser	20.57
12236 - Optical Technician	17.34
12250 - Pharmacy Technician	16.49
12280 - Phlebotomist	15.34
12305 - Radiologic Technologist	25.74
12311 - Registered Nurse I	24.15
12312 - Registered Nurse II	29.54
12313 - Registered Nurse II	29.54
Specialist	
12314 - Registered Nurse III	35.75
12315 - Registered Nurse III	35.75
Anesthetist	
12316 - Registered Nurse IV	42.84
12317 - Scheduler (Drug and Alcohol	24.02
Testing)	
12320 - Substance Abuse Treatment	21.94
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.60
13012 - Exhibits Specialist II	24.33
13013 - Exhibits Specialist III	29.76
13041 - Illustrator I	19.78
13042 - Illustrator II	24.52
13043 - Illustrator III	29.99
13047 - Librarian	29.19
13050 - Library Aide/Clerk	11.59
13054 - Library Information	24.84
Technology Systems	
Administrator	
13058 - Library Technician	18.05
13061 - Media Specialist I	17.91
13062 - Media Specialist II	20.02
13063 - Media Specialist III	22.33

13071 - Photographer I	15.60
13072 - Photographer II	18.10
13073 - Photographer III	26.06
13074 - Photographer IV	27.75
13075 - Photographer V	33.59
13090 - Technical Order Library	15.90
Clerk	
13110 - Video Teleconference	19.00
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.11
14042 - Computer Operator II	19.14
14043 - Computer Operator III	21.35
14044 - Computer Operator IV	23.71
14045 - Computer Operator V	26.27
14071 - Computer Programmer I (see 1)	
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment	17.11
Operator	
14160 - Personal Computer Support	23.71
Technician	
14170 - System Support Specialist	28.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.20
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.74
Instructor (Rated)	
15030 - Air Crew Training Devices	45.23
Instructor (Pilot)	
15050 - Computer Based Training	31.20
Specialist / Instructor	
15060 - Educational Technologist	33.00
15070 - Flight Instructor (Pilot)	45.23
15080 - Graphic Artist	25.33
15085 - Maintenance Test Pilot Fixed	42.91
Jet/Prop	
15086 - Maintenance Test Pilot	42.91
Rotary Wing	
15088 - Non-Maintenance Test/Co-	42.91
Pilot	
15090 - Technical Instructor	22.83
15095 - Technical Instructor/Course	27.93
Developer	
15110 - Test Proctor	18.43

15120 - Tutor	18.43
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.17
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.09
16220 - Tailor	15.02
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	19.05
Room)	
19040 - Tool And Die Maker	22.84
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.58
21030 - Material Coordinator	23.44
21040 - Material Expediter	23.44
21050 - Material Handling Laborer	14.49
21071 - Order Filler	15.47
21080 - Production Line Worker (Food	18.58
Processing)	
21110 - Shipping Packer	16.12
21130 - Shipping/Receiving Clerk	16.12
21140 - Store Worker I	14.10
21150 - Stock Clerk	18.60
21210 - Tools And Parts Attendant	18.58
21410 - Warehouse Specialist	18.58
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	24.66
23019 - Aircraft Logs and Records	20.26
Technician	
23021 - Aircraft Mechanic I	23.54
23022 - Aircraft Mechanic II	24.66
23023 - Aircraft Mechanic III	25.77
23040 - Aircraft Mechanic Helper	18.34
23050 - Aircraft Painter	22.45
23060 - Aircraft Servicer	20.26
23070 - Aircraft Survival Flight	22.45
Equipment Technician	
23080 - Aircraft Worker	21.16

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.16
I	
23092 - Aircrew Life Support	23.54
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.45
23120 - Bicycle Repairer	18.53
23125 - Cable Splicer	34.38
23130 - Carpenter Maintenance	21.04
23140 - Carpet Layer	19.90
23160 - Electrician Maintenance	23.77
23181 - Electronics Technician	30.02
Maintenance I	
23182 - Electronics Technician	31.85
Maintenance II	
23183 - Electronics Technician	33.39
Maintenance III	
23260 - Fabric Worker	19.87
23290 - Fire Alarm System Mechanic	23.54
23310 - Fire Extinguisher Repairer	18.53
23311 - Fuel Distribution System	29.57
Mechanic	
23312 - Fuel Distribution System	22.96
Operator	
23370 - General Maintenance Worker	20.64
23380 - Ground Support Equipment	23.54
Mechanic	
23381 - Ground Support Equipment	20.26
Servicer	
23382 - Ground Support Equipment	21.16
Worker	
23391 - Gunsmith I	18.53
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.54
23410 - Heating Ventilation And Air-	23.06
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.16
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.78
23440 - Heavy Equipment Operator	21.42
23460 - Instrument Mechanic	23.78
23465 - Laboratory/Shelter Mechanic	22.45
23470 - Laborer	14.49
23510 - Locksmith	22.45
23530 - Machinery Maintenance	26.59
Mechanic	
23550 - Machinist Maintenance	19.94

23580 - Maintenance Trades Helper	19.73
23591 - Metrology Technician I	23.78
23592 - Metrology Technician II	24.77
23593 - Metrology Technician III	25.80
23640 - Millwright	28.80
23710 - Office Appliance Repairer	22.45
23760 - Painter Maintenance	19.75
23790 - Pipefitter Maintenance	27.72
23810 - Plumber Maintenance	24.81
23820 - Pneudraulic Systems Mechanic	23.54
23850 - Rigger	25.11
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker	24.56
Maintenance	
23910 - Small Engine Mechanic	17.17
23931 - Telecommunications Mechanic	25.47
I	
23932 - Telecommunications Mechanic	26.69
II	
23950 - Telephone Lineman	23.52
23960 - Welder Combination	19.19
Maintenance	
23965 - Well Driller	23.54
23970 - Woodcraft Worker	23.54
23980 - Woodworker	18.53
24000 - Personal Needs Occupations	
24550 - Case Manager	16.83
24570 - Child Care Attendant	12.72
24580 - Child Care Center Clerk	15.85
24610 - Chore Aide	11.24
24620 - Family Readiness And Support	16.83
Services	
Coordinator	
24630 - Homemaker	16.83
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.54
25040 - Sewage Plant Operator	22.40
25070 - Stationary Engineer	23.54
25190 - Ventilation Equipment Tender	17.20
25210 - Water Treatment Plant	22.40
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.09
27007 - Baggage Inspector	16.17
27008 - Corrections Officer	22.37
27010 - Court Security Officer	22.95
27030 - Detection Dog Handler	18.09
27040 - Detention Officer	22.37
27070 - Firefighter	22.50

27101 - Guard I			16.17
27102 - Guard II			18.09
27131 - Police Officer I			24.41
27132 - Police Officer II			27.12
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.72
28042 - Carnival Equipment Repairer			13.73
28043 - Carnival Worker			9.81
28210 - Gate Attendant/Gate Tender			14.63
28310 - Lifeguard			10.82
28350 - Park Attendant (Aide)			16.36
28510 - Recreation Aide/Health			11.94
Facility Attendant			
28515 - Recreation Specialist			20.27
28630 - Sports Official			13.03
28690 - Swimming Pool Operator			17.08
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			29.46
29020 - Hatch Tender			29.46
29030 - Line Handler			29.46
29041 - Stevedore I			27.60
29042 - Stevedore II			31.25
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	41.70
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	28.75
Specialist Station (HFO)			
30012 - Air Traffic Control			31.67
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.11
30022 - Archeological Technician II			19.14
30023 - Archeological Technician III			23.71
30030 - Cartographic Technician			23.71
30040 - Civil Engineering Technician			23.79
30051 - Cryogenic Technician I			26.26
30052 - Cryogenic Technician II			29.00
30061 - Drafter/CAD Operator I			17.11
30062 - Drafter/CAD Operator II			19.14
30063 - Drafter/CAD Operator III			21.33
30064 - Drafter/CAD Operator IV			26.26
30081 - Engineering Technician I			15.81
30082 - Engineering Technician II			17.74
30083 - Engineering Technician III			19.84
30084 - Engineering Technician IV			24.59
30085 - Engineering Technician V			30.08
30086 - Engineering Technician VI			36.39
30090 - Environmental Technician			21.79
30095 - Evidence Control Specialist			23.71
30210 - Laboratory Technician			25.16

30221 - Latent Fingerprint Technician I	26.26
30222 - Latent Fingerprint	29.00
Technician II	27.00
30240 - Mathematical Technician	23.71
30361 - Paralegal/Legal Assistant I	19.24
30362 - Paralegal/Legal Assistant II	23.84
30363 - Paralegal/Legal Assistant	29.16
III	27.10
30364 - Paralegal/Legal Assistant IV	35.28
30375 - Petroleum Supply Specialist	29.00
30390 - Photo-Optics Technician	23.71
30395 - Radiation Control Technician	29.00
30461 - Technical Writer I	23.71
30462 - Technical Writer II	29.00
30462 - Technical Writer III	35.09
	26.50
30491 - Unexploded Ordnance (UXO) Technician I	26.50
	32.06
30492 - Unexploded Ordnance (UXO) Technician II	32.00
	20 42
30493 - Unexploded Ordnance (UXO)	38.43
Technician III	06 50
30494 - Unexploded (UXO) Safety	26.50
Escort	06.50
30495 - Unexploded (UXO) Sweep	26.50
Personnel	06.06
30501 - Weather Forecaster I	26.26
30502 - Weather Forecaster II	31.94
30620 - Weather Observer Combined (see 2)	21.33
Upper Air Or	
Surface Programs	00 51
30621 - Weather Observer Senior (see 2)	23.71
31000 - Transportation/Mobile	
Equipment Operation Occupations	20 06
31010 - Airplane Pilot	32.06
31020 - Bus Aide	15.90
31030 - Bus Driver	22.08
31043 - Driver Courier	17.01
31260 - Parking and Lot Attendant	14.50
31290 - Shuttle Bus Driver	19.36
31310 - Taxi Driver	13.13
31361 - Truckdriver Light	19.36
31362 - Truckdriver Medium	19.70
31363 - Truckdriver Heavy	25.13
31364 - Truckdriver Tractor-Trailer	25.13
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	9.83
99050 - Desk Clerk	11.10
99095 - Embalmer	32.32

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker	11.12
99252 - Laboratory Animal Caretaker II	11.98
99260 - Marketing Analyst	26.46
99310 - Mortician	32.32
99410 - Pest Controller	23.37
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	20.12
99711 - Recycling Specialist	23.78
99730 - Refuse Collector	18.34
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	15.57
99830 - Survey Party Chief	22.82
99831 - Surveying Aide	13.55
99832 - Surveying Technician	20.74
99840 - Vending Machine Attendant	13.70
99841 - Vending Machine Repairer	16.39
99842 - Vending Machine Repairer Helper	13.70

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4763

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

Director

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

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

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

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

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

State: Ohio

Area: Ohio Counties of Harrison Tuscarawas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		22.91
01035 - Court Reporter		17.78
01041 - Customer Service		12.58
Representative I		
01042 - Customer Service		14.15
Representative II		

01043 - Customer Service Representative III		15.44
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.03
01060 - Dispatcher Motor Vehicle		19.18
01070 - Document Preparation Clerk		13.55
01090 - Duplicating Machine Operator		13.55
01111 - General Clerk I		13.65
01112 - General Clerk II		15.40
01113 - General Clerk III		17.30
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		11.21
01191 - Order Clerk I		14.58
01192 - Order Clerk II		15.91
01261 - Personnel Assistant		17.06
(Employment) I		17.00
01262 - Personnel Assistant		19.08
(Employment) II		19.00
01263 - Personnel Assistant		21.26
(Employment) III		21.20
01270 - Production Control Clerk		23.44
01290 - Rental Clerk		16.66
01300 - Scheduler Maintenance		15.48
01311 - Secretary I		15.48
01312 - Secretary II		17.32
01312 - Secretary II 01313 - Secretary III		19.31
01313 - Secretary III 01320 - Service Order Dispatcher		17.45
01410 - Supply Technician		22.91
01410 - Supply lechnician 01420 - Survey Worker		15.04
01420 - Survey Worker 01460 - Switchboard		13.35
Operator/Receptionist		13.33
01531 - Travel Clerk I		13.34
01531 - Havel Clerk I		14.25
01532 - Havel Clerk II 01533 - Travel Clerk III		15.23
01611 - Word Processor I		13.56
01612 - Word Processor II		15.53
01612 - Word Processor II		17.37
05000 - Automotive Service Occupations		17.37
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		19.66
Fiberglass		19.00
05010 - Automotive	Electrician	19.20
05010 - Automotive Glass Installer	Electician	18.10
05070 - Automotive Grass Installer		18.10
		15.85
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		20.13
Mechanic		20.13
		18.10
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		20.13
05220 - Motor Vehicle Mechanic		15.23
		13.23
Helper		

05250 - Motor Vehicle Upholstery Worker	16.96
05280 - Motor Vehicle Wrecker	18.10
05310 - Painter Automotive	19.20
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	18.10
05340 - Radiator Repair Specialist 05370 - Tire Repairer	16.09
05370 - Tire Repairer 05400 - Transmission Repair	20.13
Specialist	20.13
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.08
07041 - Cook I	13.31
07042 - Cook II	15.24
07070 - Dishwasher	10.05
07130 - Food Service Worker	10.13
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And	3.01
Repair Occupations	
09010 - Electrostatic Spray Painter	16.22
09040 - Furniture Handler	12.62
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer Minor	15.50
09130 - Upholsterer	16.32
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.15
11060 - Elevator Operator	13.45
11090 - Gardener	15.02
11122 - Housekeeping Aide	13.61
11150 - Janitor	13.61
11210 - Laborer Grounds Maintenance	12.35
11240 - Maid or Houseman	11.50
11260 - Pruner	12.96
11270 - Tractor Operator	13.94
11330 - Trail Maintenance Worker	12.35
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	16.98
12011 - Breath Alcohol Technician	19.39
12012 - Certified Occupational	28.02
Therapist Assistant	
12015 - Certified Physical Therapist	26.82
Assistant	
12020 - Dental Assistant	17.16
12025 - Dental Hygienist	32.56
12030 - EKG Technician	29.38
12035 - Electroneurodiagnostic	29.38
Technologist	

12040 - Emergency Medical Technician	16.98
12071 - Licensed Practical Nurse I	17.34
12072 - Licensed Practical Nurse II	19.39
12073 - Licensed Practical Nurse III	21.61
12100 - Medical Assistant	14.19
12130 - Medical Laboratory	24.99
Technician	
12160 - Medical Record Clerk	15.72
12190 - Medical Record Technician	18.80
12195 - Medical Transcriptionist	16.98
12210 - Nuclear Medicine	42.61
Technologist	
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.37
12223 - Nursing Assistant III	14.59
12224 - Nursing Assistant IV	16.39
12235 - Optical Dispenser	18.49
12236 - Optical Technician	17.34
12250 - Pharmacy Technician	13.27
12280 - Phlebotomist	15.34
12305 - Radiologic Technologist	25.74
12311 - Registered Nurse I	24.15
12312 - Registered Nurse II	29.54
12313 - Registered Nurse II	29.54
Specialist	
12314 - Registered Nurse III	35.75
12315 - Registered Nurse III	35.75
Anesthetist	
12316 - Registered Nurse IV	42.84
12317 - Scheduler (Drug and Alcohol	24.02
Testing)	
12320 - Substance Abuse Treatment	21.94
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.25
13012 - Exhibits Specialist II	27.77
13013 - Exhibits Specialist III	29.81
13041 - Illustrator I	19.11
13042 - Illustrator II	24.36
13043 - Illustrator III	26.32
13047 - Librarian	24.59
13050 - Library Aide/Clerk	11.37
13054 - Library Information	21.07
Technology Systems	
Administrator	
13058 - Library Technician	16.06
13061 - Media Specialist I	16.02
13062 - Media Specialist II	17.92
13063 - Media Specialist III	19.99

13071 - Photographer I	15.48
13072 - Photographer II	18.25
13073 - Photographer III	21.51
13074 - Photographer IV	26.24
13075 - Photographer V	31.75
13090 - Technical Order Library	15.90
Clerk	
13110 - Video Teleconference	16.58
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.35
14042 - Computer Operator II	18.28
14043 - Computer Operator III	20.38
14044 - Computer Operator IV	22.65
14045 - Computer Operator V	25.08
14071 - Computer Programmer I (see 1)	22.35
14072 - Computer Programmer II (see 1)	22.50
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	16.35
Operator	10.55
14160 - Personal Computer Support	22.65
Technician	22.00
14170 - System Support Specialist	28.03
15000 - Instructional Occupations	20.03
15010 - Aircrew Training Devices	29.59
Instructor (Non-Rated)	29.39
15020 - Aircrew Training Devices	35.80
Instructor (Rated)	33.00
	40 01
15030 - Air Crew Training Devices	42.91
Instructor (Pilot)	20 50
15050 - Computer Based Training	29.59
Specialist / Instructor	22 00
15060 - Educational Technologist	33.00
15070 - Flight Instructor (Pilot)	42.91
15080 - Graphic Artist	20.56
15085 - Maintenance Test Pilot Fixed	42.91
Jet/Prop	40 01
15086 - Maintenance Test Pilot	42.91
Rotary Wing	40.01
15088 - Non-Maintenance Test/Co-	42.91
Pilot	0.0
15090 - Technical Instructor	22.83
15095 - Technical Instructor/Course	27.93
Developer	
15110 - Test Proctor	18.43

15120 - Tutor	18.43
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.17
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.09
16220 - Tailor	15.02
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	19.05
Room)	
19040 - Tool And Die Maker	22.84
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.58
21030 - Material Coordinator	23.44
21040 - Material Expediter	23.44
21050 - Material Handling Laborer	18.10
21071 - Order Filler	15.28
21080 - Production Line Worker (Food	18.58
Processing)	
21110 - Shipping Packer	16.12
21130 - Shipping/Receiving Clerk	16.12
21140 - Store Worker I	14.10
21150 - Stock Clerk	18.60
21210 - Tools And Parts Attendant	18.58
21410 - Warehouse Specialist	18.58
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	24.66
23019 - Aircraft Logs and Records	19.87
Technician	
23021 - Aircraft Mechanic I	23.54
23022 - Aircraft Mechanic II	24.66
23023 - Aircraft Mechanic III	25.77
23040 - Aircraft Mechanic Helper	17.82
23050 - Aircraft Painter	22.45
23060 - Aircraft Servicer	19.87
23070 - Aircraft Survival Flight	22.45
Equipment Technician	
23080 - Aircraft Worker	21.16

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.16
I	
23092 - Aircrew Life Support	23.54
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.45
23120 - Bicycle Repairer	18.53
23125 - Cable Splicer	34.38
23130 - Carpenter Maintenance	21.04
23140 - Carpet Layer	19.73
23160 - Electrician Maintenance	24.24
23181 - Electronics Technician	30.02
Maintenance I	
23182 - Electronics Technician	31.85
Maintenance II	
23183 - Electronics Technician	33.39
Maintenance III	
23260 - Fabric Worker	19.87
23290 - Fire Alarm System Mechanic	23.54
23310 - Fire Extinguisher Repairer	18.53
23311 - Fuel Distribution System	29.60
Mechanic	
23312 - Fuel Distribution System	23.31
Operator	
23370 - General Maintenance Worker	20.64
23380 - Ground Support Equipment	23.54
Mechanic	
23381 - Ground Support Equipment	19.87
Servicer	
23382 - Ground Support Equipment	21.16
Worker	
23391 - Gunsmith I	18.53
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.54
23410 - Heating Ventilation And Air-	20.85
Conditioning	
Mechanic	01 66
23411 - Heating Ventilation And Air	21.66
Contidioning	
Mechanic (Research Facility)	25.78
23430 - Heavy Equipment Mechanic	23.78
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	
	23.54
23465 - Laboratory/Shelter Mechanic 23470 - Laborer	22.45 14.78
23510 - Locksmith	22.45
23530 - Locksmith 23530 - Machinery Maintenance	26.59
Mechanic	20.39
23550 - Machinist Maintenance	20.25
2000 Machinist Maintenance	20.25

23580 - Maintenance Trades Helper	19.88
23591 - Metrology Technician I	23.54
23592 - Metrology Technician II	24.66
23593 - Metrology Technician III	25.77
23640 - Millwright	25.25
23710 - Office Appliance Repairer	22.45
23760 - Painter Maintenance	19.35
23790 - Pipefitter Maintenance	27.98
23810 - Plumber Maintenance	25.25
23820 - Pneudraulic Systems Mechanic	23.54
23850 - Rigger	25.11
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker	25.78
Maintenance	
23910 - Small Engine Mechanic	18.82
23931 - Telecommunications Mechanic	25.47
I	
23932 - Telecommunications Mechanic	26.69
II	
23950 - Telephone Lineman	23.55
23960 - Welder Combination	19.19
Maintenance	
23965 - Well Driller	23.54
23970 - Woodcraft Worker	23.54
23980 - Woodworker	18.53
24000 - Personal Needs Occupations	
24550 - Case Manager	16.83
24570 - Child Care Attendant	11.78
24580 - Child Care Center Clerk	14.66
24610 - Chore Aide	11.24
24620 - Family Readiness And Support	16.83
Services	
Coordinator	
24630 - Homemaker	16.83
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.99
25040 - Sewage Plant Operator	22.40
25070 - Stationary Engineer	24.99
25190 - Ventilation Equipment Tender	17.79
25210 - Water Treatment Plant	22.40
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.50
27007 - Baggage Inspector	15.70
27008 - Corrections Officer	22.37
27010 - Court Security Officer	22.91
27030 - Detection Dog Handler	18.09
27040 - Detention Officer	22.37
27070 - Firefighter	22.94

27101 - Guard I			15.70
27102 - Guard II			18.09
27131 - Police Officer I			24.82
27132 - Police Officer II			26.93
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.72
28042 - Carnival Equipment Repairer			13.73
28043 - Carnival Worker			9.81
28210 - Gate Attendant/Gate Tender			14.63
28310 - Lifeguard			10.94
28350 - Park Attendant (Aide)			16.36
28510 - Recreation Aide/Health			11.94
Facility Attendant			
28515 - Recreation Specialist			20.27
28630 - Sports Official			13.03
28690 - Swimming Pool Operator			18.27
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			29.46
29020 - Hatch Tender			29.46
29030 - Line Handler			29.46
29041 - Stevedore I			27.60
29042 - Stevedore II			31.25
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	41.70
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	28.75
Specialist Station (HFO)			
30012 - Air Traffic Control			31.67
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.25
30022 - Archeological Technician II			20.41
30023 - Archeological Technician III			24.87
30030 - Cartographic Technician			25.30
30040 - Civil Engineering Technician			23.79
30051 - Cryogenic Technician I			26.26
30052 - Cryogenic Technician II			29.00
30061 - Drafter/CAD Operator I			18.25
30062 - Drafter/CAD Operator II			20.41
30063 - Drafter/CAD Operator III			22.77
30064 - Drafter/CAD Operator IV			28.00
30081 - Engineering Technician I			16.06
30082 - Engineering Technician II			18.06
30083 - Engineering Technician III			20.98
30084 - Engineering Technician IV			24.78
30085 - Engineering Technician V			30.31
30086 - Engineering Technician VI			36.67
30090 - Environmental Technician			22.87
30095 - Evidence Control Specialist			23.71
30210 - Laboratory Technician			25.16

30221 - Latent Fingerprint Technician I	26.26
30222 - Latent Fingerprint	29.00
Technician II	23.00
30240 - Mathematical Technician	25.30
30361 - Paralegal/Legal Assistant I	19.93
30362 - Paralegal/Legal Assistant II	24.70
30363 - Paralegal/Legal Assistant	30.21
III	50.21
30364 - Paralegal/Legal Assistant IV	35.28
30375 - Petroleum Supply Specialist	29.00
30390 - Photo-Optics Technician	26.70
30395 - Radiation Control Technician	29.00
30461 - Technical Writer I	23.71
30462 - Technical Writer II	29.00
30463 - Technical Writer III	35.09
30491 - Unexploded Ordnance (UXO)	26.50
Technician I	20.50
30492 - Unexploded Ordnance (UXO)	32.06
Technician II	32.00
	38.43
30493 - Unexploded Ordnance (UXO) Technician III	30.43
	26.50
30494 - Unexploded (UXO) Safety	26.50
Escort Constant (WO) Garage	26 50
30495 - Unexploded (UXO) Sweep	26.50
Personnel	07 01
30501 - Weather Forecaster I	27.31
30502 - Weather Forecaster II	33.22
30620 - Weather Observer Combined (see 2)	22.77
Upper Air Or	
Surface Programs	05 00
30621 - Weather Observer Senior (see 2)	25.30
31000 - Transportation/Mobile	
Equipment Operation Occupations	20 06
31010 - Airplane Pilot	32.06
31020 - Bus Aide	16.18
31030 - Bus Driver	22.08
31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	14.14
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	13.13
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	25.13
31364 - Truckdriver Tractor-Trailer	25.13
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	9.83
99050 - Desk Clerk	11.10
99095 - Embalmer	32.32

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker	12.22
99252 - Laboratory Animal Caretaker	13.02
99260 - Marketing Analyst	26.46
99310 - Mortician	32.32
99410 - Pest Controller	23.37
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	20.12
99711 - Recycling Specialist	23.78
99730 - Refuse Collector	18.34
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	15.02
99830 - Survey Party Chief	20.96
99831 - Surveying Aide	12.48
99832 - Surveying Technician	19.05
99840 - Vending Machine Attendant	15.41
99841 - Vending Machine Repairer	18.46
99842 - Vending Machine Repairer Helper	15.41

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4765

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

Director

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

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

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

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

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

State: Ohio

Area: Ohio Counties of Monroe Morgan Noble Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.59
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		22.91
01035 - Court Reporter		21.39
01041 - Customer Service		12.58
Representative I		
01042 - Customer Service		14.15
Representative II		

157

01043 - Customer Service	15.44
Representative III	40.77
01051 - Data Entry Operator I	13.77
01052 - Data Entry Operator II	15.03
01060 - Dispatcher Motor Vehicle	18.36
01070 - Document Preparation Clerk	13.02
01090 - Duplicating Machine Operator	13.02
01111 - General Clerk I	13.65
01112 - General Clerk II	14.89
01113 - General Clerk III	16.72
01120 - Housing Referral Assistant	18.97
01141 - Messenger Courier	11.21
01191 - Order Clerk I	14.58
01192 - Order Clerk II	15.91
01261 - Personnel Assistant	17.06
(Employment) I	
01262 - Personnel Assistant	19.08
(Employment) II	
01263 - Personnel Assistant	21.26
(Employment) III	
01270 - Production Control Clerk	23.44
01290 - Rental Clerk	15.10
01300 - Scheduler Maintenance	15.22
01311 - Secretary I	15.22
01312 - Secretary II	17.02
01313 - Secretary III	18.97
01320 - Service Order Dispatcher	16.41
01410 - Supply Technician	22.91
01420 - Survey Worker	14.48
01460 - Switchboard	13.35
Operator/Receptionist	
01531 - Travel Clerk I	13.34
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.23
01611 - Word Processor I	13.64
01612 - Word Processor II	15.31
01613 - Word Processor III	17.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.66
Fiberglass	
	ectrician 19.20
05040 - Automotive Glass Installer	18.10
05070 - Automotive Worker	18.10
05110 - Mobile Equipment Servicer	15.81
05130 - Motor Equipment Metal	20.13
Mechanic	
05160 - Motor Equipment Metal Worker	18.10
05190 - Motor Vehicle Mechanic	20.13
05220 - Motor Vehicle Mechanic	14.65
Helper	

05250 - Motor Vehicle Upholstery Worker	16.96
05280 - Motor Vehicle Wrecker	18.10
05310 - Painter Automotive	19.20
05340 - Radiator Repair Specialist	18.10
05370 - Tire Repairer	15.19
05400 - Transmission Repair	20.13
Specialist	20.10
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.31
07041 - Cook I	13.31
07042 - Cook II	15.24
07070 - Dishwasher	10.05
07130 - Food Service Worker	10.13
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	16.02
09040 - Furniture Handler	11.58
09080 - Furniture Refinisher	16.98
09090 - Furniture Refinisher Helper	13.41
09110 - Furniture Repairer Minor	15.08
09130 - Upholsterer	16.32
11000 - General Services And Support	
Occupations	12 00
11030 - Cleaner Vehicles	13.99
11060 - Elevator Operator 11090 - Gardener	13.45 14.67
11122 - Housekeeping Aide	13.45
11150 - Janitor	13.45
11210 - Laborer Grounds Maintenance	11.54
11240 - Maid or Houseman	10.73
11260 - Pruner	10.52
11270 - Tractor Operator	13.62
11330 - Trail Maintenance Worker	11.54
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	19.39
12012 - Certified Occupational	28.02
Therapist Assistant	
12015 - Certified Physical Therapist	26.82
Assistant	
12020 - Dental Assistant	17.16
12025 - Dental Hygienist	32.56
12030 - EKG Technician	29.38
12035 - Electroneurodiagnostic	29.38
Technologist	

12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	17.34
12072 - Licensed Practical Nurse II	19.39
12073 - Licensed Practical Nurse III	21.61
12100 - Medical Assistant	14.19
12130 - Medical Laboratory	24.99
Technician	
12160 - Medical Record Clerk	15.72
12190 - Medical Record Technician	18.80
12195 - Medical Transcriptionist	16.98
12210 - Nuclear Medicine	42.61
Technologist	
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.37
12223 - Nursing Assistant III	14.59
12224 - Nursing Assistant IV	16.39
12235 - Optical Dispenser	19.88
12236 - Optical Technician	17.34
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	15.34
12305 - Radiologic Technologist	25.74
12311 - Registered Nurse I	24.15
12312 - Registered Nurse II	29.54
12313 - Registered Nurse II	29.54
Specialist	
12314 - Registered Nurse III	35.75
12315 - Registered Nurse III	35.75
Anesthetist	
12316 - Registered Nurse IV	42.84
12317 - Scheduler (Drug and Alcohol	24.02
Testing)	
12320 - Substance Abuse Treatment	21.94
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.96
13012 - Exhibits Specialist II	21.01
13013 - Exhibits Specialist III	25.71
13041 - Illustrator I	16.96
13042 - Illustrator II	21.01
13043 - Illustrator III	25.71
13047 - Librarian	23.28
13050 - Library Aide/Clerk	11.37
13054 - Library Information	21.01
Technology Systems	
Administrator	
13058 - Library Technician	14.75
13061 - Media Specialist I	15.17
13062 - Media Specialist II	16.96
13063 - Media Specialist III	18.91

13071 - Photographer I	15.21
13072 - Photographer II	17.00
13073 - Photographer III	21.07
13074 - Photographer IV	25.77
13075 - Photographer V	31.18
13090 - Technical Order Library	15.90
Clerk	
13110 - Video Teleconference	15.17
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.09
14042 - Computer Operator II	18.01
14043 - Computer Operator III	20.08
14044 - Computer Operator IV	22.31
14045 - Computer Operator V	24.70
14071 - Computer Programmer I (see 1	19.20
14072 - Computer Programmer II (see 1	.) 23.79
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	16.09
Operator	
14160 - Personal Computer Support	22.65
Technician	
14170 - System Support Specialist	28.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.59
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.80
Instructor (Rated)	
15030 - Air Crew Training Devices	42.91
Instructor (Pilot)	
15050 - Computer Based Training	29.59
Specialist / Instructor	
15060 - Educational Technologist	33.00
15070 - Flight Instructor (Pilot)	42.91
15080 - Graphic Artist	19.53
15085 - Maintenance Test Pilot Fixed	42.91
Jet/Prop	
15086 - Maintenance Test Pilot	42.91
Rotary Wing	
15088 - Non-Maintenance Test/Co-	42.91
Pilot	
15090 - Technical Instructor	22.83
15095 - Technical Instructor/Course	27.93
Developer	-
15110 - Test Proctor	18.43

15120 - Tutor	18.43
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.17
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.09
16220 - Tailor	15.02
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	19.05
Room)	
19040 - Tool And Die Maker	22.84
21000 - Materials Handling And Packing	,
Occupations	
21020 - Forklift Operator	18.58
21030 - Material Coordinator	23.44
21040 - Material Expediter	23.44
21050 - Material Handling Laborer	14.49
21071 - Order Filler	12.84
21080 - Production Line Worker (Food	18.58
Processing)	10.50
21110 - Shipping Packer	16.12
21130 - Shipping/Receiving Clerk	16.12
21140 - Store Worker I	14.10
21150 - Stock Clerk	18.60
21210 - Tools And Parts Attendant	18.58
21410 - Warehouse Specialist	18.58
23000 - Mechanics And Maintenance And	10.50
Repair Occupations	
23010 - Aerospace Structural Welder	24.66
23019 - Aircraft Logs and Records	19.87
Technician	13.07
23021 - Aircraft Mechanic I	23.54
23022 - Aircraft Mechanic II	24.66
23023 - Aircraft Mechanic III	25.77
23040 - Aircraft Mechanic Helper	17.81
23050 - Aircraft Painter	22.45
23060 - Aircraft Servicer	19.87
23070 - Aircraft Servicer 23070 - Aircraft Survival Flight	22.45
_	44.45
Equipment Technician 23080 - Aircraft Worker	21 16
23000 - Aliciait Worker	21.16

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.16
I	
23092 - Aircrew Life Support	23.54
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.43
23120 - Bicycle Repairer	18.53
23125 - Cable Splicer	34.38
23130 - Carpenter Maintenance	21.04
23140 - Carpet Layer	18.47
23160 - Electrician Maintenance	23.77
23181 - Electronics Technician	27.51
Maintenance I	
23182 - Electronics Technician	31.85
Maintenance II	
23183 - Electronics Technician	33.39
Maintenance III	
23260 - Fabric Worker	19.87
23290 - Fire Alarm System Mechanic	23.54
23310 - Fire Extinguisher Repairer	18.53
23311 - Fuel Distribution System	29.17
Mechanic	
23312 - Fuel Distribution System	22.70
Operator	
23370 - General Maintenance Worker	20.64
23380 - Ground Support Equipment	23.54
Mechanic	
23381 - Ground Support Equipment	19.87
Servicer	
23382 - Ground Support Equipment	21.16
Worker	
23391 - Gunsmith I	18.53
23392 - Gunsmith II	21.16
23393 - Gunsmith III	23.54
23410 - Heating Ventilation And Air-	20.50
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.48
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.78
23440 - Heavy Equipment Operator	21.42
23460 - Instrument Mechanic	23.54
23465 - Laboratory/Shelter Mechanic	22.45
23470 - Laborer	14.49
23510 - Locksmith	22.45
23530 - Machinery Maintenance	26.59
Mechanic	
23550 - Machinist Maintenance	19.94

23580 - Maintenance Trades Helper	19.73
23591 - Metrology Technician I	23.54
23592 - Metrology Technician II	24.66
23593 - Metrology Technician III	25.77
23640 - Millwright	23.54
23710 - Office Appliance Repairer	22.45
23760 - Painter Maintenance	17.65
23790 - Pipefitter Maintenance	26.02
23810 - Plumber Maintenance	24.81
23820 - Pneudraulic Systems Mechanic	23.54
23850 - Rigger	24.35
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker	24.46
Maintenance	
23910 - Small Engine Mechanic	17.85
23931 - Telecommunications Mechanic	25.47
I	
23932 - Telecommunications Mechanic	26.69
II	
23950 - Telephone Lineman	24.18
23960 - Welder Combination	19.19
Maintenance	
23965 - Well Driller	23.54
23970 - Woodcraft Worker	23.54
23980 - Woodworker	18.53
24000 - Personal Needs Occupations	
24550 - Case Manager	16.14
24570 - Child Care Attendant	11.54
24580 - Child Care Center Clerk	14.40
24610 - Chore Aide	11.24
24620 - Family Readiness And Support	16.14
Services	
Coordinator	
24630 - Homemaker	16.14
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.54
25040 - Sewage Plant Operator	22.40
25070 - Stationary Engineer	23.54
25190 - Ventilation Equipment Tender	17.20
25210 - Water Treatment Plant	22.40
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.00
27007 - Baggage Inspector	15.70
27008 - Corrections Officer	22.37
27010 - Court Security Officer	21.04
27030 - Detection Dog Handler	17.56
27040 - Detention Officer	22.37
27070 - Firefighter	20.28

27101 - Guard I			15.70
27102 - Guard II			17.56
27131 - Police Officer I			23.01
27132 - Police Officer II			25.58
28000 - Recreation Occupations			20.00
28041 - Carnival Equipment Operator			12.72
28042 - Carnival Equipment Repairer			13.73
28043 - Carnival Worker			9.81
28210 - Gate Attendant/Gate Tender			14.63
28310 - Lifeguard			11.34
28350 - Park Attendant (Aide)			16.36
28510 - Recreation Aide/Health			11.94
Facility Attendant			11.54
28515 - Recreation Specialist			19.56
28630 - Sports Official			13.03
28690 - Swimming Pool Operator			15.71
29000 - Stevedoring/Longshoremen			13.71
Occupational Services			
29010 - Blocker And Bracer			28.99
29010 - Blocker And Bracer 29020 - Hatch Tender			28.99
29030 - Line Handler			28.99
29030 - Line Handler 29041 - Stevedore I			
			27.17
29042 - Stevedore II			30.83
30000 - Technical Occupations	,	0)	41 70
30010 - Air Traffic Control	(see	∠)	41.70
Specialist Center (HFO)	,	0)	00 75
30011 - Air Traffic Control	(see	∠)	28.75
Specialist Station (HFO)			21 67
30012 - Air Traffic Control			31.67
Specialist Terminal (HFO) (see 2)			10 05
30021 - Archeological Technician I			18.95
30022 - Archeological Technician II			21.20
30023 - Archeological Technician III			26.27
30030 - Cartographic Technician			26.27
30040 - Civil Engineering Technician			23.79
30051 - Cryogenic Technician I			26.26
30052 - Cryogenic Technician II			29.00
30061 - Drafter/CAD Operator I			18.95
30062 - Drafter/CAD Operator II			21.20
30063 - Drafter/CAD Operator III			23.64
30064 - Drafter/CAD Operator IV			27.30
30081 - Engineering Technician I			15.68
30082 - Engineering Technician II			17.59
30083 - Engineering Technician III			22.90
30084 - Engineering Technician IV			25.79
30085 - Engineering Technician V			31.55
30086 - Engineering Technician VI			38.17
30090 - Environmental Technician			20.93
30095 - Evidence Control Specialist			23.71
30210 - Laboratory Technician			27.57

30221 - Latent Fingerprint Technician I	26.26
30222 - Latent Fingerprint	29.00
Technician II	23.00
30240 - Mathematical Technician	26.27
30361 - Paralegal/Legal Assistant I	19.24
30362 - Paralegal/Legal Assistant II	23.84
30363 - Paralegal/Legal Assistant	29.16
III	27.10
30364 - Paralegal/Legal Assistant IV	35.28
30375 - Petroleum Supply Specialist	29.00
30390 - Photo-Optics Technician	26.27
30395 - Radiation Control Technician	29.00
30461 - Technical Writer I	23.71
30462 - Technical Writer II	29.00
30463 - Technical Writer III	35.09
	26.50
30491 - Unexploded Ordnance (UXO) Technician I	26.50
	32.06
30492 - Unexploded Ordnance (UXO) Technician II	32.00
	20 42
30493 - Unexploded Ordnance (UXO)	38.43
Technician III	26 50
30494 - Unexploded (UXO) Safety	26.50
Escort	06 50
30495 - Unexploded (UXO) Sweep	26.50
Personnel	07 10
30501 - Weather Forecaster I	27.13
30502 - Weather Forecaster II	33.22
30620 - Weather Observer Combined (see 2)	23.64
Upper Air Or	
Surface Programs	06 00
30621 - Weather Observer Senior (see 2)	26.27
31000 - Transportation/Mobile	
Equipment Operation Occupations	20 06
31010 - Airplane Pilot	32.06
31020 - Bus Aide	13.95
31030 - Bus Driver	18.92
31043 - Driver Courier	12.97
31260 - Parking and Lot Attendant	13.88
31290 - Shuttle Bus Driver	14.00
31310 - Taxi Driver	13.13
31361 - Truckdriver Light	14.00
31362 - Truckdriver Medium	15.01
31363 - Truckdriver Heavy	24.60
31364 - Truckdriver Tractor-Trailer	24.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	9.83
99050 - Desk Clerk	11.10
99095 - Embalmer	32.32

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	11.12
99252 - Laboratory Animal Caretaker II	11.98
99260 - Marketing Analyst	26.46
99310 - Mortician	32.32
99410 - Pest Controller	19.56
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	20.12
99711 - Recycling Specialist	23.78
99730 - Refuse Collector	18.34
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	14.85
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	13.88
99832 - Surveying Technician	19.05
99840 - Vending Machine Attendant	13.29
99841 - Vending Machine Repairer	16.39
99842 - Vending Machine Repairer Helper	13.29

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4767

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

Director

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

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

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

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

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

State: Ohio

Area: Ohio County of Fayette

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.61
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		18.35
01020 - Administrative Assistant		27.12
01035 - Court Reporter		18.36
01041 - Customer Service		12.53
Representative I		
01042 - Customer Service		14.09
Representative II		

01043 - Customer Service Representative III		15.38
01051 - Data Entry Operator I		14.09
01052 - Data Entry Operator II		15.38
01060 - Dispatcher Motor Vehicle		19.22
01070 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk		14.62
-		14.62
01090 - Duplicating Machine Operator 01111 - General Clerk I		
		13.65
01112 - General Clerk II		14.90
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		21.46
01141 - Messenger Courier		12.68
01191 - Order Clerk I		14.47
01192 - Order Clerk II		15.79
01261 - Personnel Assistant		16.56
(Employment) I		
01262 - Personnel Assistant		18.03
(Employment) II		
01263 - Personnel Assistant		20.09
(Employment) III		
01270 - Production Control Clerk		24.31
01290 - Rental Clerk		15.20
01300 - Scheduler Maintenance		17.20
01311 - Secretary I		17.20
01312 - Secretary II		19.24
01313 - Secretary III		21.46
01320 - Service Order Dispatcher		15.80
01410 - Supply Technician		27.12
01420 - Survey Worker		16.70
01460 - Switchboard		12.90
Operator/Receptionist		
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		14.62
01612 - Word Processor II		16.72
01613 - Word Processor III		19.76
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.84
Fiberglass		
05010 - Automotive	Electrician	19.56
05040 - Automotive Glass Installer		18.71
05070 - Automotive Worker		19.26
05110 - Mobile Equipment Servicer		17.02
05130 - Motor Equipment Metal		22.25
Mechanic		
05160 - Motor Equipment Metal Worker		18.89
05190 - Motor Vehicle Mechanic		20.39
05220 - Motor Vehicle Mechanic		16.18
Helper		. – •
•		

05250 - Motor Vehicle Upholstery Worker	18.39
05280 - Motor Vehicle Wrecker	19.26
05310 - Painter Automotive	20.38
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	19.26
05340 - Radiator Repair Specialist 05370 - Tire Repairer	14.51
05400 - Transmission Repair	20.39
Specialist	20.39
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.50
07041 - Cook I	12.71
07042 - Cook II	14.47
07070 - Dishwasher	9.57
07130 - Food Service Worker	9.80
07210 - Meat Cutter	15.99
07260 - Waiter/Waitress	9.56
09000 - Furniture Maintenance And	3.00
Repair Occupations	
09010 - Electrostatic Spray Painter	21.09
09040 - Furniture Handler	14.43
09080 - Furniture Refinisher	21.09
09090 - Furniture Refinisher Helper	16.32
09110 - Furniture Repairer Minor	18.02
09130 - Upholsterer	21.09
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.92
11060 - Elevator Operator	15.26
11090 - Gardener	17.15
11122 - Housekeeping Aide	15.26
11150 - Janitor	15.26
11210 - Laborer Grounds Maintenance	13.39
11240 - Maid or Houseman	10.53
11260 - Pruner	12.17
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	16.79
12000 - Health Occupations	
12010 - Ambulance Driver	18.25
12011 - Breath Alcohol Technician	19.23
12012 - Certified Occupational	33.23
Therapist Assistant	
12015 - Certified Physical Therapist	31.89
Assistant	
12020 - Dental Assistant	17.20
12025 - Dental Hygienist	36.62
12030 - EKG Technician	25.69
12035 - Electroneurodiagnostic	25.69
Technologist	

12040 - Emergency Medical Technician	18.25
12071 - Licensed Practical Nurse I	17.19
12072 - Licensed Practical Nurse II	19.23
12073 - Licensed Practical Nurse III	21.43
12100 - Medical Assistant	15.08
12130 - Medical Laboratory	24.70
Technician	
12160 - Medical Record Clerk	16.08
12190 - Medical Record Technician	18.73
12195 - Medical Transcriptionist	16.83
12210 - Nuclear Medicine	36.80
Technologist	
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.68
12223 - Nursing Assistant III	14.93
12224 - Nursing Assistant IV	16.76
12235 - Optical Dispenser	21.26
12236 - Optical Technician	17.19
12250 - Pharmacy Technician	16.49
12280 - Phlebotomist	14.37
12305 - Radiologic Technologist	26.17
12311 - Registered Nurse I	24.62
12312 - Registered Nurse II	30.12
12313 - Registered Nurse II	30.12
Specialist	
12314 - Registered Nurse III	36.45
12315 - Registered Nurse III	36.45
Anesthetist	
12316 - Registered Nurse IV	43.68
12317 - Scheduler (Drug and Alcohol	23.82
Testing)	
12320 - Substance Abuse Treatment	22.12
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.15
13012 - Exhibits Specialist II	26.20
13013 - Exhibits Specialist III	32.05
13041 - Illustrator I	21.15
13042 - Illustrator II	26.20
13043 - Illustrator III	32.05
13047 - Librarian	29.19
13050 - Library Aide/Clerk	14.03
13054 - Library Information	24.84
Technology Systems	, , ,
Administrator	
13058 - Library Technician	19.72
13061 - Media Specialist I	18.91
13062 - Media Specialist II	21.15
13063 - Media Specialist III	23.57
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40084 51		10 00
13071 - Photographer I		18.90
13072 - Photographer II		21.15
13073 - Photographer III		26.20
13074 - Photographer IV		32.05
13075 - Photographer V		38.78
13090 - Technical Order Library		18.26
Clerk		
13110 - Video Teleconference		19.00
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.82
14042 - Computer Operator II		21.05
14043 - Computer Operator III		23.49
14044 - Computer Operator IV		26.08
14045 - Computer Operator V		28.90
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	•	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	18.82
Operator		10.02
14160 - Personal Computer Support		26.08
Technician		20.00
14170 - System Support Specialist		29.01
15000 - Instructional Occupations		29.01
_		31.20
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.20
15020 - Aircrew Training Devices		27 74
		37.74
Instructor (Rated)		45 00
15030 - Air Crew Training Devices		45.23
Instructor (Pilot)		21 00
15050 - Computer Based Training		31.20
Specialist / Instructor		20 05
15060 - Educational Technologist		39.25
15070 - Flight Instructor (Pilot)		45.23
15080 - Graphic Artist		25.33
15085 - Maintenance Test Pilot Fixed		41.98
Jet/Prop		
15086 - Maintenance Test Pilot		41.98
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.98
Pilot		
15090 - Technical Instructor		23.41
15095 - Technical Instructor/Course		28.63
Developer		
15110 - Test Proctor		18.89

15120 - Tutor	18.89
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.17
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.09
16220 - Tailor	15.02
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	19.14
Room)	
19040 - Tool And Die Maker	22.57
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.30
21030 - Material Coordinator	24.31
21040 - Material Expediter	24.31
21050 - Material Handling Laborer	13.86
21071 - Order Filler	15.47
21080 - Production Line Worker (Food	20.30
Processing)	
21110 - Shipping Packer	16.31
21130 - Shipping/Receiving Clerk	16.31
21140 - Store Worker I	14.28
21150 - Stock Clerk	19.04
21210 - Tools And Parts Attendant	20.30
21410 - Warehouse Specialist	20.30
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.50
23019 - Aircraft Logs and Records	21.89
Technician	
23021 - Aircraft Mechanic I	25.44
23022 - Aircraft Mechanic II	26.50
23023 - Aircraft Mechanic III	27.61
23040 - Aircraft Mechanic Helper	18.95
23050 - Aircraft Painter	23.95
23060 - Aircraft Servicer	21.89
23070 - Aircraft Survival Flight	23.95
Equipment Technician	
23080 - Aircraft Worker	22.84

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	22.84
I	
23092 - Aircrew Life Support	25.44
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.65
23120 - Bicycle Repairer	20.31
23125 - Cable Splicer	34.04
23130 - Carpenter Maintenance	22.01
23140 - Carpet Layer	22.19
23160 - Electrician Maintenance	31.86
23181 - Electronics Technician	25.41
Maintenance I	
23182 - Electronics Technician	27.02
Maintenance II	
23183 - Electronics Technician	29.39
Maintenance III	
23260 - Fabric Worker	21.89
23290 - Fire Alarm System Mechanic	25.46
23310 - Fire Extinguisher Repairer	20.47
23311 - Fuel Distribution System	35.78
Mechanic	
23312 - Fuel Distribution System	27.63
Operator	
23370 - General Maintenance Worker	19.44
23380 - Ground Support Equipment	25.44
Mechanic	
23381 - Ground Support Equipment	21.89
Servicer	
23382 - Ground Support Equipment	22.84
Worker	
23391 - Gunsmith I	20.47
23392 - Gunsmith II	23.32
23393 - Gunsmith III	25.70
23410 - Heating Ventilation And Air-	21.29
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.17
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.26
23440 - Heavy Equipment Operator	24.12
23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	24.62
23470 - Laborer	13.86
23510 - Locksmith	22.65
23530 - Machinery Maintenance	26.84
Mechanic	
23550 - Machinist Maintenance	18.71

23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	26.84
23593 - Metrology Technician III	27.90
23640 - Millwright	28.80
23710 - Office Appliance Repairer	24.62
23760 - Painter Maintenance	22.99
23790 - Pipefitter Maintenance	26.32
23810 - Plumber Maintenance	24.94
23820 - Pneudraulic Systems Mechanic	25.70
23850 - Rigger	25.70
23870 - Scale Mechanic	23.32
23890 - Sheet-Metal Worker	25.70
Maintenance	
23910 - Small Engine Mechanic	22.69
23931 - Telecommunications Mechanic	26.52
I	
23932 - Telecommunications Mechanic	27.66
II	
23950 - Telephone Lineman	27.00
23960 - Welder Combination	19.40
Maintenance	
23965 - Well Driller	25.70
23970 - Woodcraft Worker	25.70
23980 - Woodworker	20.47
24000 - Personal Needs Occupations	
24550 - Case Manager	14.75
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	11.27
24620 - Family Readiness And Support	14.75
Services	
Coordinator	
24630 - Homemaker	16.18
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	32.41
25040 - Sewage Plant Operator	20.88
25070 - Stationary Engineer	32.41
25190 - Ventilation Equipment Tender	23.91
25210 - Water Treatment Plant	20.88
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.96
27007 - Baggage Inspector	16.21
27008 - Corrections Officer	23.71
27010 - Court Security Officer	23.09
27030 - Detection Dog Handler	18.19
27040 - Detention Officer	23.71
27070 - Firefighter	22.50

27101 - Guard I		16.21
27102 - Guard II		18.19
27131 - Police Officer I		24.41
27132 - Police Officer II		27.12
28000 - Recreation Occupations		2,,12
28041 - Carnival Equipment Operator		13.05
28042 - Carnival Equipment Repairer		14.09
28043 - Carnival Worker		10.00
28210 - Gate Attendant/Gate Tender		17.79
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		19.89
28510 - Recreation Aide/Health		14.52
Facility Attendant		14.52
28515 - Recreation Specialist		24.33
28630 - Sports Official		15.84
28690 - Swimming Pool Operator		17.08
29000 - Stevedoring/Longshoremen		17.00
Occupational Services		
29010 - Blocker And Bracer		23.27
29010 - Blocker And Bracer 29020 - Hatch Tender		23.27
29030 - Hatch Tender 29030 - Line Handler		23.27
29030 - Line Handler 29041 - Stevedore I		
		21.86
29042 - Stevedore II		24.56
30000 - Technical Occupations	()	41 70
30010 - Air Traffic Control	(see 2)	41.70
Specialist Center (HFO)	(0)	00 75
30011 - Air Traffic Control	(see 2)	28.75
Specialist Station (HFO)		21 67
30012 - Air Traffic Control		31.67
a : 1: m : 1 /mma> / 0\		
Specialist Terminal (HFO) (see 2)		17 50
30021 - Archeological Technician I		17.53
30021 - Archeological Technician I 30022 - Archeological Technician II		19.61
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III		19.61 24.30
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician		19.61 24.30 24.30
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician		19.61 24.30 24.30 24.87
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I		19.61 24.30 24.30 24.87 25.69
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II		19.61 24.30 24.30 24.87 25.69 28.38
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I		19.61 24.30 24.30 24.87 25.69 28.38 17.53
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		19.61 24.30 24.30 24.87 25.69 28.38 17.53 19.61
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		19.61 24.30 24.30 24.87 25.69 28.38 17.53 19.61 21.86
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV		19.61 24.30 24.87 25.69 28.38 17.53 19.61 21.86 26.90
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		19.61 24.30 24.87 25.69 28.38 17.53 19.61 21.86 26.90 15.81
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II		19.61 24.30 24.87 25.69 28.38 17.53 19.61 21.86 26.90 15.81 17.74
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III		19.61 24.30 24.87 25.69 28.38 17.53 19.61 21.86 26.90 15.81 17.74 19.84
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III		19.61 24.30 24.87 25.69 28.38 17.53 19.61 21.86 26.90 15.81 17.74 19.84 24.59
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		19.61 24.30 24.87 25.69 28.38 17.53 19.61 21.86 26.90 15.81 17.74 19.84 24.59 30.08
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI		19.61 24.30 24.87 25.69 28.38 17.53 19.61 21.86 26.90 15.81 17.74 19.84 24.59
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		19.61 24.30 24.87 25.69 28.38 17.53 19.61 21.86 26.90 15.81 17.74 19.84 24.59 30.08
30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI		19.61 24.30 24.87 25.69 28.38 17.53 19.61 21.86 26.90 15.81 17.74 19.84 24.59 30.08 36.39

Technician I 30222 - Latent Fingerprint 28.38 Technician II 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I 30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant II 30364 - Paralegal/Legal Assistant IV 30375 - Petroleum Supply Specialist 30390 - Photo-Optics Technician 30395 - Radiation Control Technician 30461 - Technical Writer I 30462 - Technical Writer II 30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician III 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 25.69
Technician II 30240 - Mathematical Technician 24.30 30361 - Paralegal/Legal Assistant I 20.15 30362 - Paralegal/Legal Assistant II 24.96 30363 - Paralegal/Legal Assistant II 30.53 III 30364 - Paralegal/Legal Assistant IV 36.94 30375 - Petroleum Supply Specialist 28.38 30390 - Photo-Optics Technician 23.15 30395 - Radiation Control Technician 28.38 30461 - Technical Writer I 25.25 30462 - Technical Writer II 30.89 30463 - Technical Writer III 37.37 30491 - Unexploded Ordnance (UXO) 26.50 Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician III 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety 26.50 Escort 30495 - Unexploded (UXO) Sweep 26.50 Personnel 30501 - Weather Forecaster I 25.69
30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I 20.15 30362 - Paralegal/Legal Assistant II 24.96 30363 - Paralegal/Legal Assistant II 30.53 III 30364 - Paralegal/Legal Assistant IV 36.94 30375 - Petroleum Supply Specialist 28.38 30390 - Photo-Optics Technician 23.15 30395 - Radiation Control Technician 28.38 30461 - Technical Writer I 25.25 30462 - Technical Writer II 30.89 30463 - Technical Writer III 37.37 30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician III 30493 - Unexploded Ordnance (UXO) 38.43 Technician IIII 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 25.69
30361 - Paralegal/Legal Assistant I 20.15 30362 - Paralegal/Legal Assistant II 24.96 30363 - Paralegal/Legal Assistant II 30.53 III 30364 - Paralegal/Legal Assistant IV 36.94 30375 - Petroleum Supply Specialist 28.38 30390 - Photo-Optics Technician 23.15 30395 - Radiation Control Technician 28.38 30461 - Technical Writer I 25.25 30462 - Technical Writer II 30.89 30463 - Technical Writer III 37.37 30491 - Unexploded Ordnance (UXO) 26.50 Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician III 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety 26.50 Escort 30495 - Unexploded (UXO) Sweep 26.50 Personnel 30501 - Weather Forecaster I 25.69
30362 - Paralegal/Legal Assistant II 24.96 30363 - Paralegal/Legal Assistant 30.53 III 30364 - Paralegal/Legal Assistant IV 36.94 30375 - Petroleum Supply Specialist 28.38 30390 - Photo-Optics Technician 23.15 30395 - Radiation Control Technician 28.38 30461 - Technical Writer I 25.25 30462 - Technical Writer II 30.89 30463 - Technical Writer III 37.37 30491 - Unexploded Ordnance (UXO) 26.50 Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician II 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety 26.50 Escort 30495 - Unexploded (UXO) Sweep 26.50 Personnel 30501 - Weather Forecaster I 25.69
30363 - Paralegal/Legal Assistant 30.53 III 30364 - Paralegal/Legal Assistant IV 36.94 30375 - Petroleum Supply Specialist 28.38 30390 - Photo-Optics Technician 23.15 30395 - Radiation Control Technician 28.38 30461 - Technical Writer I 25.25 30462 - Technical Writer II 30.89 30463 - Technical Writer III 37.37 30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician II 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety 26.50 Escort 30495 - Unexploded (UXO) Sweep 26.50 Personnel 30501 - Weather Forecaster I 25.69
30364 - Paralegal/Legal Assistant IV 36.94 30375 - Petroleum Supply Specialist 28.38 30390 - Photo-Optics Technician 23.15 30395 - Radiation Control Technician 28.38 30461 - Technical Writer I 25.25 30462 - Technical Writer II 30.89 30463 - Technical Writer III 37.37 30491 - Unexploded Ordnance (UXO) 26.50 Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician III 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety 26.50 Escort 30495 - Unexploded (UXO) Sweep 26.50 Personnel 30501 - Weather Forecaster I 25.69
30364 - Paralegal/Legal Assistant IV 30375 - Petroleum Supply Specialist 28.38 30390 - Photo-Optics Technician 23.15 30395 - Radiation Control Technician 28.38 30461 - Technical Writer I 25.25 30462 - Technical Writer II 30.89 30463 - Technical Writer III 37.37 30491 - Unexploded Ordnance (UXO) 26.50 Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician III 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep 26.50 Personnel 30501 - Weather Forecaster I
30375 - Petroleum Supply Specialist 30390 - Photo-Optics Technician 23.15 30395 - Radiation Control Technician 28.38 30461 - Technical Writer I 25.25 30462 - Technical Writer II 30.89 30463 - Technical Writer III 37.37 30491 - Unexploded Ordnance (UXO) 26.50 Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician II 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety 26.50 Escort 30495 - Unexploded (UXO) Sweep 26.50 Personnel 30501 - Weather Forecaster I
30390 - Photo-Optics Technician 23.15 30395 - Radiation Control Technician 28.38 30461 - Technical Writer I 25.25 30462 - Technical Writer II 30.89 30463 - Technical Writer III 37.37 30491 - Unexploded Ordnance (UXO) 26.50 Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician II 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety 26.50 Escort 30495 - Unexploded (UXO) Sweep 26.50 Personnel 30501 - Weather Forecaster I 25.69
30395 - Radiation Control Technician 30461 - Technical Writer I 30462 - Technical Writer II 30.89 30463 - Technical Writer III 37.37 30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician III 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 25.69
30461 - Technical Writer I 25.25 30462 - Technical Writer II 30.89 30463 - Technical Writer III 37.37 30491 - Unexploded Ordnance (UXO) 26.50 Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician II 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety 26.50 Escort 30495 - Unexploded (UXO) Sweep 26.50 Personnel 30501 - Weather Forecaster I 25.69
30462 - Technical Writer II 30.89 30463 - Technical Writer III 37.37 30491 - Unexploded Ordnance (UXO) 26.50 Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician II 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety 26.50 Escort 26.50 Personnel 25.69
30463 - Technical Writer III 37.37 30491 - Unexploded Ordnance (UXO) 26.50 Technician I 30492 - Unexploded Ordnance (UXO) 32.06 Technician II 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety 26.50 Escort 26.50 Personnel 25.69
30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) Technician II 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 25.69
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30492 - Unexploded Ordnance (UXO) Technician II 30493 - Unexploded Ordnance (UXO) 38.43 Technician III 30494 - Unexploded (UXO) Safety 26.50 Escort 30495 - Unexploded (UXO) Sweep 26.50 Personnel 30501 - Weather Forecaster I
Technician II 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 25.69
30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 25.69
Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 25.69
30494 - Unexploded (UXO) Safety 26.50 Escort 30495 - Unexploded (UXO) Sweep 26.50 Personnel 30501 - Weather Forecaster I 25.69
Escort 30495 - Unexploded (UXO) Sweep 26.50 Personnel 30501 - Weather Forecaster I 25.69
30495 - Unexploded (UXO) Sweep 26.50 Personnel 30501 - Weather Forecaster I 25.69
Personnel 30501 - Weather Forecaster I 25.69
30501 - Weather Forecaster I 25.69
30502 - Weather Forecaster II 31.24
30620 - Weather Observer Combined (see 2) 21.86
Upper Air Or
Surface Programs
30621 - Weather Observer Senior (see 2) 24.30
31000 - Transportation/Mobile
Equipment Operation Occupations
31010 - Airplane Pilot 32.06
31020 - Bus Aide 18.38
31030 - Bus Driver 25.16
31043 - Driver Courier 19.26
31260 - Parking and Lot Attendant 14.76
31290 - Shuttle Bus Driver 19.36
31310 - Taxi Driver 13.07
31361 - Truckdriver Light 21.30
31362 - Truckdriver Medium 22.24
31363 - Truckdriver Heavy 24.02
31364 - Truckdriver Tractor-Trailer 24.02
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 15.63
99030 - Cashier 9.91
99050 - Desk Clerk 10.30
99095 - Embalmer 27.10

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker	12.99
99252 - Laboratory Animal Caretaker II	14.05
99260 - Marketing Analyst	28.20
99310 - Mortician	27.10
99410 - Pest Controller	19.47
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	18.87
99711 - Recycling Specialist	22.38
99730 - Refuse Collector	17.15
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	15.85
99830 - Survey Party Chief	23.66
99831 - Surveying Aide	14.06
99832 - Surveying Technician	21.50
99840 - Vending Machine Attendant	18.24
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	18.24

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4769

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

Director

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

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

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

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

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

State: Ohio

Area: Ohio County of Clinton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.61
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		18.35
01020 - Administrative Assistant		27.12
01035 - Court Reporter		19.34
01041 - Customer Service		12.53
Representative I		
01042 - Customer Service		14.09
Representative II		

01043 - Customer Service		15.38
Representative III 01051 - Data Entry Operator I		14.09
01051 - Data Entry Operator II		15.38
01060 - Dispatcher Motor Vehicle		19.14
01070 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk		14.62
01090 - Duplicating Machine Operator		14.62
01111 - General Clerk I		13.65
01112 - General Clerk II		14.90
01113 - General Clerk III		16.74
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		11.94
01191 - Order Clerk I		14.47
01192 - Order Clerk II		15.79
01261 - Personnel Assistant		16.11
(Employment) I		10.11
01262 - Personnel Assistant		18.03
(Employment) II		10.00
01263 - Personnel Assistant		20.09
(Employment) III		20.03
01270 - Production Control Clerk		24.31
01290 - Rental Clerk		14.69
01300 - Scheduler Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		17.18
01410 - Supply Technician		27.12
01420 - Survey Worker		17.54
01460 - Switchboard		12.17
Operator/Receptionist		-
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
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		19.82
Fiberglass		
05010 - Automotive	Electrician	18.81
05040 - Automotive Glass Installer		18.07
05070 - Automotive Worker		18.07
05110 - Mobile Equipment Servicer		16.64
05130 - Motor Equipment Metal		19.53
Mechanic		
05160 - Motor Equipment Metal Worker		18.07
05190 - Motor Vehicle Mechanic		18.33
05220 - Motor Vehicle Mechanic		15.92
Helper		

05250 - Motor Vehicle Upholstery	17.36
Worker 05280 - Motor Vehicle Wrecker	18.07
05260 - Motor Venicle Wrecker 05310 - Painter Automotive	18.81
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	18.07
05370 - Radiator Repair Specialist	15.24
05400 - Transmission Repair	19.53
Specialist	19.55
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.54
07041 - Cook I	12.71
07042 - Cook II	14.47
07070 - Dishwasher	9.57
07130 - Food Service Worker	9.80
07210 - Meat Cutter	15.99
07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And	3.73
Repair Occupations	
09010 - Electrostatic Spray Painter	22.65
09040 - Furniture Handler	15.62
09080 - Furniture Refinisher	22.65
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer Minor	20.16
09130 - Upholsterer	22.65
09130 - Ophotsceret	22.00
11000 - General Services And Support	22.00
-	22.00
11000 - General Services And Support	15.13
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles	15.13 15.26 17.15
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	15.13 15.26
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	15.13 15.26 17.15 15.26 15.26
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	15.13 15.26 17.15 15.26 15.26 14.25
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	15.13 15.26 17.15 15.26 15.26 14.25 10.53
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88 14.25
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88 14.25 16.79
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88 14.25 16.79
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88 14.25 16.79
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88 14.25 16.79
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88 14.25 16.79 16.52 19.23 33.30
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88 14.25 16.79
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88 14.25 16.79 16.52 19.23 33.30 31.89
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88 14.25 16.79 16.52 19.23 33.30 31.89
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88 14.25 16.79 16.52 19.23 33.30 31.89 17.20 33.45
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88 14.25 16.79 16.52 19.23 33.30 31.89 17.20 33.45 25.69
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	15.13 15.26 17.15 15.26 15.26 14.25 10.53 13.74 15.88 14.25 16.79 16.52 19.23 33.30 31.89 17.20 33.45

12040 - Emergency Medical Technician	16.52
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.13
12073 - Licensed Practical Nurse III	23.56
12100 - Medical Assistant	15.08
12130 - Medical Laboratory	24.70
Technician	
12160 - Medical Record Clerk	16.10
12190 - Medical Record Technician	18.73
12195 - Medical Transcriptionist	16.83
12210 - Nuclear Medicine	36.80
Technologist	
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.68
12223 - Nursing Assistant III	14.93
12224 - Nursing Assistant IV	16.76
12235 - Optical Dispenser	21.26
12236 - Optical Technician	17.19
12250 - Pharmacy Technician	14.30
12280 - Phlebotomist	13.95
12305 - Radiologic Technologist	26.17
12311 - Registered Nurse I	24.62
12312 - Registered Nurse II	30.12
12313 - Registered Nurse II	30.12
Specialist	
12314 - Registered Nurse III	36.45
12315 - Registered Nurse III	36.45
Anesthetist	
12316 - Registered Nurse IV	43.68
12317 - Scheduler (Drug and Alcohol	23.82
Testing)	
12320 - Substance Abuse Treatment	22.12
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.15
13012 - Exhibits Specialist II	26.20
13013 - Exhibits Specialist III	32.05
13041 - Illustrator I	22.55
13042 - Illustrator II	27.93
13043 - Illustrator III	34.16
13047 - Librarian	29.01
13050 - Library Aide/Clerk	14.53
13054 - Library Information	26.20
Technology Systems	
Administrator	
13058 - Library Technician	17.62
13061 - Media Specialist I	18.91
13062 - Media Specialist II	21.15
13063 - Media Specialist III	23.57

13071 - Photographer I		18.91
13072 - Photographer II		21.15
13073 - Photographer III		26.20
13074 - Photographer IV		32.05
13075 - Photographer V		38.78
13090 - Technical Order Library		18.26
Clerk		
13110 - Video Teleconference		18.91
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.47
14042 - Computer Operator II		20.67
14043 - Computer Operator III		23.05
14044 - Computer Operator IV		25.61
14045 - Computer Operator V		28.36
14071 - Computer Programmer I	(see 1)	25.51
14072 - Computer Programmer II	(see 1)	20.01
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	·	
14101 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	10 17
14150 - Peripheral Equipment		18.47
Operator		05 61
14160 - Personal Computer Support		25.61
Technician		
14170 - System Support Specialist		29.01
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		42.16
Instructor (Pilot)		
15050 - Computer Based Training		30.08
Specialist / Instructor		
15060 - Educational Technologist		36.73
15070 - Flight Instructor (Pilot)		42.16
15080 - Graphic Artist		22.43
15085 - Maintenance Test Pilot Fixed		41.98
Jet/Prop		
15086 - Maintenance Test Pilot		41.98
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.98
Pilot		
15090 - Technical Instructor		22.58
15095 - Technical Instructor/Course		27.61
Developer		2,.01
15110 - Test Proctor		18.65
		10.00

15120 - Tutor	18.65
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.17
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.09
16220 - Tailor	15.02
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	19.45
Room)	
19040 - Tool And Die Maker	23.85
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.30
21030 - Material Coordinator	24.31
21040 - Material Expediter	24.31
21050 - Material Handling Laborer	17.65
21071 - Order Filler	14.50
21080 - Production Line Worker (Food	20.30
Processing)	_0.00
21110 - Shipping Packer	16.31
21130 - Shipping/Receiving Clerk	16.31
21140 - Store Worker I	14.85
21150 - Stock Clerk	19.04
21210 - Tools And Parts Attendant	20.30
21410 - Warehouse Specialist	20.30
23000 - Mechanics And Maintenance And	20.00
Repair Occupations	
23010 - Aerospace Structural Welder	26.48
23019 - Aircraft Logs and Records	21.89
Technician	21.03
23021 - Aircraft Mechanic I	25.55
23022 - Aircraft Mechanic II	26.48
23023 - Aircraft Mechanic III	27.80
23040 - Aircraft Mechanic Helper	18.95
23050 - Aircraft Painter	24.62
23060 - Aircraft Servicer	21.89
23070 - Aircraft Survival Flight	24.62
Equipment Technician	21.02
23080 - Aircraft Worker	23.32
2000 MIICIAIC NOIREL	23.52

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	23.32
I	
23092 - Aircrew Life Support	25.55
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.17
23120 - Bicycle Repairer	20.47
23125 - Cable Splicer	34.04
23130 - Carpenter Maintenance	22.01
23140 - Carpet Layer	22.19
23160 - Electrician Maintenance	33.69
23181 - Electronics Technician	26.67
Maintenance I	
23182 - Electronics Technician	28.15
Maintenance II	
23183 - Electronics Technician	29.39
Maintenance III	
23260 - Fabric Worker	21.89
23290 - Fire Alarm System Mechanic	25.70
23310 - Fire Extinguisher Repairer	20.47
23311 - Fuel Distribution System	36.59
Mechanic	
23312 - Fuel Distribution System	29.17
Operator	
23370 - General Maintenance Worker	19.44
23380 - Ground Support Equipment	25.55
Mechanic	
23381 - Ground Support Equipment	21.89
Servicer	
23382 - Ground Support Equipment	23.32
Worker	
23391 - Gunsmith I	20.47
23392 - Gunsmith II	23.32
23393 - Gunsmith III	25.70
23410 - Heating Ventilation And Air-	20.91
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.84
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.87
23440 - Heavy Equipment Operator	25.31
23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	24.62
23470 - Laborer	15.39
23510 - Locksmith	23.43
23530 - Machinery Maintenance	27.30
Mechanic	
23550 - Machinist Maintenance	19.00

23580 - Maintenance Trades Helper	16.60
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	26.84
23593 - Metrology Technician III	27.90
23640 - Millwright	28.36
23710 - Office Appliance Repairer	24.62
23760 - Painter Maintenance	22.99
23790 - Pipefitter Maintenance	26.08
23810 - Plumber Maintenance	24.94
23820 - Pneudraulic Systems Mechanic	25.70
23850 - Rigger	25.70
23870 - Scale Mechanic	23.32
23890 - Sheet-Metal Worker	25.70
Maintenance	
23910 - Small Engine Mechanic	22.81
23931 - Telecommunications Mechanic	26.52
I	
23932 - Telecommunications Mechanic	27.66
II	_ / • • •
23950 - Telephone Lineman	27.50
23960 - Welder Combination	19.40
Maintenance	13.10
23965 - Well Driller	25.70
23970 - Woodcraft Worker	25.46
23980 - Woodworker	20.47
24000 - Personal Needs Occupations	20.17
24550 - Case Manager	14.75
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	14.92
24610 - Chore Aide	11.27
24620 - Family Readiness And Support	14.75
Services	
Coordinator	
24630 - Homemaker	15.80
25000 - Plant And System Operations	10.00
Occupations	
25010 - Boiler Tender	32.41
25040 - Sewage Plant Operator	22.32
25070 - Stationary Engineer	32.41
25190 - Ventilation Equipment Tender	23.91
25210 - Water Treatment Plant	22.32
Operator	22.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.96
27007 - Baggage Inspector	15.86
27007 - Baggage Inspector 27008 - Corrections Officer	23.71
27000 - Corrections Officer 27010 - Court Security Officer	23.71
27010 - Court Security Officer 27030 - Detection Dog Handler	18.19
27030 - Detection Dog Handler 27040 - Detention Officer	23.71
27070 - Firefighter	22.55
27070 - Firefighter	22.33

27101 - Guard I			15.86
27102 - Guard II			18.19
27131 - Police Officer I			25.19
27132 - Police Officer II			27.99
28000 - Recreation Occupations			2,.55
28041 - Carnival Equipment Operator			13.05
28042 - Carnival Equipment Repairer			14.09
28043 - Carnival Worker			11.15
28210 - Gate Attendant/Gate Tender			17.79
28310 - Lifequard			12.03
28350 - Park Attendant (Aide)			19.89
28510 - Recreation Aide/Health			14.52
Facility Attendant			14.02
28515 - Recreation Specialist			24.65
28630 - Sports Official			15.84
28690 - Swimming Pool Operator			18.63
29000 - Stevedoring/Longshoremen			10.03
Occupational Services			
29010 - Blocker And Bracer			23.32
29010 - Blocker And Bracer 29020 - Hatch Tender			23.32
29030 - Line Handler			23.32
29030 - Line Handler 29041 - Stevedore I			
			22.18
29042 - Stevedore II			24.62
30000 - Technical Occupations	,	0.	41 70
30010 - Air Traffic Control	(see	∠)	41.70
Specialist Center (HFO)	,	0)	00 75
30011 - Air Traffic Control	(see	∠)	28.75
Specialist Station (HFO)			21 67
30012 - Air Traffic Control			31.67
Specialist Terminal (HFO) (see 2)			10 20
30021 - Archeological Technician I			18.39
30022 - Archeological Technician II			20.58
30023 - Archeological Technician III			25.49
30030 - Cartographic Technician			25.49
30040 - Civil Engineering Technician			24.45
30051 - Cryogenic Technician I			25.69
30052 - Cryogenic Technician II			28.38
30061 - Drafter/CAD Operator I			18.39
30062 - Drafter/CAD Operator II			20.58
30063 - Drafter/CAD Operator III			22.94
30064 - Drafter/CAD Operator IV			29.65
30081 - Engineering Technician I			15.75
30082 - Engineering Technician II			17.68
30083 - Engineering Technician III			20.55
30084 - Engineering Technician IV			24.50
30085 - Engineering Technician V			29.97
30086 - Engineering Technician VI			36.26
30090 - Environmental Technician			23.88
30095 - Evidence Control Specialist			23.20
30210 - Laboratory Technician			28.34

30221 - Latent Fingerprint Technician I	25.69
	28.38
Technician II	20.50
	25.49
	20.15
, , , , , , , , , , , , , , , , , , ,	24.96
	31.43
III	JI.4J
	37.70
	28.38
11 1 1	25.49
<u>-</u>	28.38
	25.25
	30.89
	37.37
30491 - Unexploded Ordnance (UXO) Technician I	26.50
	32.06
30492 - Unexploded Ordnance (UXO) Technician II	32.00
	20 42
•	38.43
Technician III	06 50
	26.50
Escort	06 50
	26.50
Personnel	06 00
	26.90
	32.72
·	22.94
Upper Air Or	
Surface Programs	
• • • • • • • • • • • • • • • • • • • •	24.30
31000 - Transportation/Mobile	
Equipment Operation Occupations	
-	32.06
	18.05
	25.16
	19.26
-	13.74
	18.91
	13.21
	20.80
	22.24
•	21.29
31364 - Truckdriver Tractor-Trailer	21.29
99000 - Miscellaneous Occupations	
	15.63
99030 - Cashier	9.91
99030 - Cashier	

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker	13.04
99252 - Laboratory Animal Caretaker II	13.87
99260 - Marketing Analyst	28.20
99310 - Mortician	34.47
99410 - Pest Controller	19.58
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	18.87
99711 - Recycling Specialist	22.38
99730 - Refuse Collector	17.15
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	15.85
99830 - Survey Party Chief	27.34
99831 - Surveying Aide	14.05
99832 - Surveying Technician	21.50
99840 - Vending Machine Attendant	20.69
99841 - Vending Machine Repairer	24.35
99842 - Vending Machine Repairer Helper	20.69

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

Daniel W. Simms Director

| Wage Determination No.: 2015-4771 Division of | Revision No.: 18

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

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

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

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

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

State: Ohio

Area: Ohio Counties of Adams Athens Gallia Highland Jackson Meigs Pike Ross Scioto Vinton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.29
01012 - Accounting Clerk II		16.05
01013 - Accounting Clerk III		17.95
01020 - Administrative Assistant		27.12
01035 - Court Reporter		18.49
01041 - Customer Service		12.53
Representative I		
01042 - Customer Service		14.09
Representative II		

01043 - Customer Service		15.38
Representative III 01051 - Data Entry Operator I		14.09
01051 - Data Entry Operator II		15.38
01060 - Dispatcher Motor Vehicle		18.76
01070 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk		14.62
01090 - Duplicating Machine Operator		14.62
01111 - General Clerk I		13.65
01112 - General Clerk II		14.90
01113 - General Clerk III		16.74
01120 - Housing Referral Assistant		20.47
01141 - Messenger Courier		11.94
01191 - Order Clerk I		13.92
01192 - Order Clerk II		15.71
01261 - Personnel Assistant		16.11
(Employment) I		
01262 - Personnel Assistant		18.03
(Employment) II		10.00
01263 - Personnel Assistant		20.09
(Employment) III		_0,00
01270 - Production Control Clerk		24.31
01290 - Rental Clerk		10.78
01300 - Scheduler Maintenance		16.42
01311 - Secretary I		16.42
01312 - Secretary II		18.36
01313 - Secretary III		20.47
01320 - Service Order Dispatcher		16.68
01410 - Supply Technician		27.12
01420 - Survey Worker		13.64
01460 - Switchboard		12.17
Operator/Receptionist		
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		14.62
01612 - Word Processor II		16.42
01613 - Word Processor III		18.36
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		19.56
Fiberglass		
05010 - Automotive	Electrician	16.60
05040 - Automotive Glass Installer		15.87
05070 - Automotive Worker		15.87
05110 - Mobile Equipment Servicer		14.42
05130 - Motor Equipment Metal		17.26
Mechanic		
05160 - Motor Equipment Metal Worker		15.87
05190 - Motor Vehicle Mechanic		16.77
05220 - Motor Vehicle Mechanic		14.33
Helper		

05250 - Motor Vehicle Upholstery 15. Worker	10
HOLINGE	
05280 - Motor Vehicle Wrecker 15.	. 87
05310 - Painter Automotive 16.	
05340 - Radiator Repair Specialist 15.	
05370 - Tire Repairer 14.	
05400 - Transmission Repair 17.	
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker 16.	06
07041 - Cook I 14.	66
07042 - Cook II 16.	06
07070 - Dishwasher 11.	.31
07130 - Food Service Worker 11.	.31
07210 - Meat Cutter 16.	.06
07260 - Waiter/Waitress 12.	.28
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter 22.	0.0
09040 - Furniture Handler 14.	52
09080 - Furniture Refinisher 22.	0.0
09090 - Furniture Refinisher Helper 17.	02
09110 - Furniture Repairer Minor 19.	
09130 - Upholsterer 22.	00
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles 14.	
11060 - Elevator Operator 15.	
	.15
	.26
	.26
11210 - Laborer Grounds Maintenance 13.	
11240 - Maid or Houseman 10.	
11260 - Pruner 12.	
•	88
	.39
	.79
12000 - Health Occupations 12010 - Ambulance Driver 15.	0.2
	23
12011 - Breath Arcohol Technician 19. 12012 - Certified Occupational 33.	
Therapist Assistant	23
12015 - Certified Physical Therapist 31.	89
Assistant	
12020 - Dental Assistant 17.	20
12025 - Dental Hygienist 33.	
12030 - EKG Technician 25	
12030 - EKG Technician 25. 12035 - Electroneurodiagnostic 25.	

12040 - Emergency Medical Technician	15.02
12071 - Licensed Practical Nurse I	17.19
12072 - Licensed Practical Nurse II	19.23
12073 - Licensed Practical Nurse III	21.43
12100 - Medical Assistant	15.08
12130 - Medical Laboratory	24.70
Technician	
12160 - Medical Record Clerk	15.80
12190 - Medical Record Technician	18.73
12195 - Medical Transcriptionist	16.83
12210 - Nuclear Medicine	36.80
Technologist	
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.68
12223 - Nursing Assistant III	14.93
12224 - Nursing Assistant IV	16.76
12235 - Optical Dispenser	21.26
12236 - Optical Technician	17.19
12250 - Pharmacy Technician	14.30
12280 - Phlebotomist	13.95
12305 - Radiologic Technologist	26.17
12311 - Registered Nurse I	24.62
12312 - Registered Nurse II	30.12
12313 - Registered Nurse II	30.12
Specialist	
12314 - Registered Nurse III	36.45
12315 - Registered Nurse III	36.45
Anesthetist	
12316 - Registered Nurse IV	43.68
12317 - Scheduler (Drug and Alcohol	23.82
Testing)	
12320 - Substance Abuse Treatment	22.12
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.15
13012 - Exhibits Specialist II	26.20
13013 - Exhibits Specialist III	32.05
13041 - Illustrator I	21.15
13042 - Illustrator II	26.20
13043 - Illustrator III	32.05
13047 - Librarian	29.01
13050 - Library Aide/Clerk	13.98
13054 - Library Information	26.20
Technology Systems	
Administrator	
13058 - Library Technician	17.49
13061 - Media Specialist I	18.91
13062 - Media Specialist II	21.15
13063 - Media Specialist III	23.57

13071 - Photographer I	18.38
13072 - Photographer II	20.57
13073 - Photographer III	25.48
13074 - Photographer IV	31.00
13075 - Photographer V	37.51
13090 - Technical Order Library	18.26
Clerk	
13110 - Video Teleconference	18.91
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.07
14042 - Computer Operator II	20.59
14043 - Computer Operator III	23.27
14044 - Computer Operator IV	24.93
14045 - Computer Operator V	27.60
14071 - Computer Programmer I (see 1)	21.74
14072 - Computer Programmer II (see 1)	24.22
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	16.07
Operator	
14160 - Personal Computer Support	24.93
Technician	
14170 - System Support Specialist	29.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.95
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.03
Instructor (Rated)	
15030 - Air Crew Training Devices	41.98
Instructor (Pilot)	
15050 - Computer Based Training	28.95
Specialist / Instructor	
15060 - Educational Technologist	36.58
15070 - Flight Instructor (Pilot)	41.98
15080 - Graphic Artist	19.34
15085 - Maintenance Test Pilot Fixed	41.98
Jet/Prop	
15086 - Maintenance Test Pilot	41.98
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.98
Pilot	
15090 - Technical Instructor	22.34
15095 - Technical Instructor/Course	27.33
Developer	
15110 - Test Proctor	18.03

15120 - Tutor	18.03
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.17
16070 - Finisher Flatwork Machine	10.58
16090 - Presser Hand	10.58
16110 - Presser Machine Drycleaning	10.58
16130 - Presser Machine Shirts	10.58
16160 - Presser Machine Wearing	10.58
Apparel Laundry	
16190 - Sewing Machine Operator	14.09
16220 - Tailor	15.02
16250 - Washer Machine	11.28
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	19.14
Room)	
19040 - Tool And Die Maker	22.57
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.05
21030 - Material Coordinator	24.31
21040 - Material Expediter	24.31
21050 - Material Handling Laborer	13.86
21071 - Order Filler	13.70
21080 - Production Line Worker (Food	20.05
Processing)	
21110 - Shipping Packer	16.31
21130 - Shipping/Receiving Clerk	16.31
21140 - Store Worker I	14.28
21150 - Stock Clerk	19.04
21210 - Tools And Parts Attendant	20.05
21410 - Warehouse Specialist	20.05
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.11
23019 - Aircraft Logs and Records	21.31
Technician	
23021 - Aircraft Mechanic I	25.00
23022 - Aircraft Mechanic II	26.11
23023 - Aircraft Mechanic III	27.15
23040 - Aircraft Mechanic Helper	18.45
23050 - Aircraft Painter	23.95
23060 - Aircraft Servicer	21.31
23070 - Aircraft Survival Flight	23.95
Equipment Technician	
23080 - Aircraft Worker	22.69

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	22.69
I	
23092 - Aircrew Life Support	25.00
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.17
23120 - Bicycle Repairer	20.32
23125 - Cable Splicer	35.17
23130 - Carpenter Maintenance	22.01
23140 - Carpet Layer	22.19
23160 - Electrician Maintenance	32.75
23181 - Electronics Technician	25.55
Maintenance I	
23182 - Electronics Technician	28.15
Maintenance II	
23183 - Electronics Technician	29.39
Maintenance III	
23260 - Fabric Worker	21.89
23290 - Fire Alarm System Mechanic	25.52
23310 - Fire Extinguisher Repairer	20.47
23311 - Fuel Distribution System	33.68
Mechanic	
23312 - Fuel Distribution System	26.84
Operator	
23370 - General Maintenance Worker	19.44
23380 - Ground Support Equipment	25.00
Mechanic	
23381 - Ground Support Equipment	21.31
Servicer	
23382 - Ground Support Equipment	22.69
Worker	
23391 - Gunsmith I	20.47
23392 - Gunsmith II	23.32
23393 - Gunsmith III	25.70
23410 - Heating Ventilation And Air-	20.91
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.84
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.87
23440 - Heavy Equipment Operator	24.12
23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	24.62
23470 - Laborer	13.86
23510 - Locksmith	22.65
23530 - Machinery Maintenance	26.84
Mechanic	
23550 - Machinist Maintenance	19.47

23580 - Maintenance Trades Helper	14.77
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	26.84
23593 - Metrology Technician III	27.90
23640 - Millwright	27.20
23710 - Office Appliance Repairer	24.62
23760 - Painter Maintenance	22.99
23790 - Pipefitter Maintenance	26.04
23810 - Plumber Maintenance	24.94
23820 - Pneudraulic Systems Mechanic	25.70
23850 - Rigger	25.70
23870 - Scale Mechanic	23.32
23890 - Sheet-Metal Worker	25.70
Maintenance	
23910 - Small Engine Mechanic	23.11
23931 - Telecommunications Mechanic	26.52
I	
23932 - Telecommunications Mechanic	27.66
II	
23950 - Telephone Lineman	27.50
23960 - Welder Combination	19.40
Maintenance	
23965 - Well Driller	25.70
23970 - Woodcraft Worker	25.70
23980 - Woodworker	20.47
24000 - Personal Needs Occupations	
24550 - Case Manager	14.70
24570 - Child Care Attendant	9.43
24580 - Child Care Center Clerk	11.75
24610 - Chore Aide	11.27
24620 - Family Readiness And Support	14.70
Services	
Coordinator	
24630 - Homemaker	14.70
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	32.41
25040 - Sewage Plant Operator	20.88
25070 - Stationary Engineer	32.41
25190 - Ventilation Equipment Tender	23.91
25210 - Water Treatment Plant	20.88
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.96
27007 - Baggage Inspector	14.58
27008 - Corrections Officer	23.71
27010 - Court Security Officer	23.09
27030 - Detection Dog Handler	16.30
27040 - Detention Officer	23.71
27070 - Firefighter	22.47

27101 - Guard I		14.58
27102 - Guard II		16.30
27131 - Police Officer I		22.94
27132 - Police Officer II		25.50
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.75
28042 - Carnival Equipment Repairer		15.58
28043 - Carnival Worker		12.01
28210 - Gate Attendant/Gate Tender		17.79
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		19.88
28510 - Recreation Aide/Health		14.52
Facility Attendant		
28515 - Recreation Specialist		24.33
28630 - Sports Official		15.84
28690 - Swimming Pool Operator		17.67
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		22.77
29020 - Hatch Tender		22.77
29030 - Line Handler		22.77
29041 - Stevedore I		21.49
29042 - Stevedore II		23.96
30000 - Technical Occupations		
_	ee 2)	41.70
Specialist Center (HFO)	,	
-	ee 2)	28.75
Specialist Station (HFO)	,	
30012 - Air Traffic Control		31.67
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		17.53
30022 - Archeological Technician II		19.61
30023 - Archeological Technician III		24.30
30030 - Cartographic Technician		24.30
30040 - Civil Engineering Technician		24.16
30051 - Cryogenic Technician I		25.69
30052 - Cryogenic Technician II		28.38
30061 - Drafter/CAD Operator I		17.53
30062 - Drafter/CAD Operator II		19.61
30063 - Drafter/CAD Operator III		21.86
30064 - Drafter/CAD Operator IV		26.90
30081 - Engineering Technician I		15.58
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		20.23
30084 - Engineering Technician IV		25.29
30085 - Engineering Technician V		30.93
30086 - Engineering Technician VI		37.42
30090 - Environmental Technician		23.88
30095 - Evidence Control Specialist		23.20
30210 - Laboratory Technician		28.20

30221 - Latent Fingerprint Technician I	25.69
30222 - Latent Fingerprint	28.38
Technician II	20.50
30240 - Mathematical Technician	24.30
30361 - Paralegal/Legal Assistant I	20.15
30362 - Paralegal/Legal Assistant II	24.96
30363 - Paralegal/Legal Assistant	30.53
III	30.33
30364 - Paralegal/Legal Assistant IV	36.94
30375 - Petroleum Supply Specialist	28.38
30390 - Photo-Optics Technician	22.89
30395 - Radiation Control Technician	28.38
30461 - Technical Writer I	25.25
30462 - Technical Writer II	30.89
30462 - Technical Writer III	37.37
30491 - Unexploded Ordnance (UXO) Technician I	26.50
	32.06
30492 - Unexploded Ordnance (UXO) Technician II	32.06
	20 42
30493 - Unexploded Ordnance (UXO)	38.43
Technician III	06 50
30494 - Unexploded (UXO) Safety	26.50
Escort	06.50
30495 - Unexploded (UXO) Sweep	26.50
Personnel	05.60
30501 - Weather Forecaster I	25.69
30502 - Weather Forecaster II	31.24
30620 - Weather Observer Combined (see 2)	21.86
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.30
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	32.06
31020 - Bus Aide	16.25
31030 - Bus Driver	22.24
31043 - Driver Courier	15.71
31260 - Parking and Lot Attendant	14.34
31290 - Shuttle Bus Driver	15.44
31310 - Taxi Driver	13.07
31361 - Truckdriver Light	16.98
31362 - Truckdriver Medium	20.11
31363 - Truckdriver Heavy	19.89
31364 - Truckdriver Tractor-Trailer	19.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.63
99030 - Cashier	9.91
99050 - Desk Clerk	10.29
99095 - Embalmer	27.93

99130 - Flight Follower	26.50
99251 - Laboratory Animal Caretaker I	15.97
99252 - Laboratory Animal Caretaker II	16.78
99260 - Marketing Analyst	28.20
99310 - Mortician	27.93
99410 - Pest Controller	18.71
99510 - Photofinishing Worker	13.93
99710 - Recycling Laborer	18.87
99711 - Recycling Specialist	22.38
99730 - Refuse Collector	17.15
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	15.85
99830 - Survey Party Chief	23.65
99831 - Surveying Aide	15.67
99832 - Surveying Technician	21.50
99840 - Vending Machine Attendant	20.33
99841 - Vending Machine Repairer	23.52
99842 - Vending Machine Repairer	20.33
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

Daniel W. Simms Division of | Director

| Wage Determination No.: 2015-4775

Revision No.: 16

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

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

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

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

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

State: Indiana

Area: Indiana Counties of Monroe Owen

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		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		24.73
01035 - Court Reporter		17.66
01041 - Customer Service		12.61
Representative I		
01042 - Customer Service		14.19
Representative II		

01043 - Customer Service Representative III		15.48
01051 - Data Entry Operator I		12.89
01052 - Data Entry Operator II		14.06
01060 - Dispatcher Motor Vehicle		18.95
01070 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk		14.06
01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator		14.06
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50
01113 - General Clerk III		16.29
01120 - Housing Referral Assistant		19.69
01141 - Messenger Courier		11.45
01191 - Order Clerk I		12.89
01192 - Order Clerk II		14.54
01261 - Personnel Assistant		16.64
(Employment) I		
01262 - Personnel Assistant		18.61
(Employment) II		
01263 - Personnel Assistant		20.74
(Employment) III		
01270 - Production Control Clerk		22.48
01290 - Rental Clerk		14.71
01300 - Scheduler Maintenance		15.78
01311 - Secretary I		15.78
01312 - Secretary II		17.66
01313 - Secretary III		19.69
01320 - Service Order Dispatcher		16.95
01410 - Supply Technician		24.73
01420 - Survey Worker		16.22
01460 - Switchboard		15.50
Operator/Receptionist		
01531 - Travel Clerk I		14.15
01532 - Travel Clerk II		14.81
01533 - Travel Clerk III		15.72
01611 - Word Processor I		14.06
01612 - Word Processor II		15.78
01613 - Word Processor III		17.66
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		24.43
Fiberglass		
05010 - Automotive	Electrician	18.14
05040 - Automotive Glass Installer		17.11
05070 - Automotive Worker		17.11
05110 - Mobile Equipment Servicer		15.05
05130 - Motor Equipment Metal		19.17
Mechanic		
05160 - Motor Equipment Metal Worker		17.11
05190 - Motor Vehicle Mechanic		19.17
05220 - Motor Vehicle Mechanic		14.03
Helper		
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05250 - Motor Vehicle Upholstery Worker	16.07
05280 - Motor Vehicle Wrecker	17.11
05310 - Painter Automotive	18.14
05340 - Radiator Repair Specialist	17.11
05370 - Tire Repairer	12.92
05400 - Transmission Repair	19.17
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.81
07041 - Cook I	12.15
07042 - Cook II	13.81
07070 - Dishwasher	9.44
07130 - Food Service Worker	12.71
07210 - Meat Cutter	15.45
07260 - Waiter/Waitress	9.69
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.01
09040 - Furniture Handler	15.92
09080 - Furniture Refinisher	24.01
09090 - Furniture Refinisher Helper	18.57
09110 - Furniture Repairer Minor	21.28
09130 - Upholsterer	24.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.43
11060 - Cleaner Venicies 11060 - Elevator Operator	15.08
11090 - Gardener	20.88
11122 - Housekeeping Aide	15.08
11150 - Janitor	15.08
11210 - Laborer Grounds Maintenance	16.69
11240 - Maid or Houseman	11.62
11260 - Pruner	15.30
11270 - Tractor Operator	19.47
11330 - Trail Maintenance Worker	16.69
11360 - Window Cleaner	16.46
12000 - Health Occupations	
12010 - Ambulance Driver	19.66
12011 - Breath Alcohol Technician	19.66
12012 - Certified Occupational	27.35
Therapist Assistant	27 22
12015 - Certified Physical Therapist Assistant	27.22
12020 - Dental Assistant	21.27
12020 - Dental Assistant 12025 - Dental Hygienist	38.70
12030 - EKG Technician	30.21
12035 - Electroneurodiagnostic	30.21
Technologist	00.21
	

12040 - Emergency Medical Technician	19.66
12071 - Licensed Practical Nurse I	17.83
12072 - Licensed Practical Nurse II	19.94
12073 - Licensed Practical Nurse III	22.22
12100 - Medical Assistant	15.57
12130 - Medical Laboratory	20.12
Technician	
12160 - Medical Record Clerk	17.15
12190 - Medical Record Technician	19.18
12195 - Medical Transcriptionist	18.19
12210 - Nuclear Medicine	43.81
Technologist	
12221 - Nursing Assistant I	11.71
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.13
12235 - Optical Dispenser	15.57
12236 - Optical Technician	17.83
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	17.83
12305 - Radiologic Technologist	28.41
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	30.48
12313 - Registered Nurse II	30.48
Specialist	
12314 - Registered Nurse III	36.89
12315 - Registered Nurse III	36.89
Anesthetist	
12316 - Registered Nurse IV	44.20
12317 - Scheduler (Drug and Alcohol	24.35
Testing)	
12320 - Substance Abuse Treatment	25.49
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.95
13012 - Exhibits Specialist II	28.41
13013 - Exhibits Specialist III	34.76
13041 - Illustrator I	22.95
13042 - Illustrator II	28.41
13043 - Illustrator III	34.76
13047 - Librarian	31.47
13050 - Library Aide/Clerk	17.42
13054 - Library Information	28.41
Technology Systems	
Administrator	
13058 - Library Technician	17.01
13061 - Media Specialist I	20.50
13062 - Media Specialist II	22.95
13063 - Media Specialist III	25.58
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13071 - Photographer I	21.01
13072 - Photographer II	23.50
13073 - Photographer III	29.11
13074 - Photographer IV	35.61
13075 - Photographer V	43.09
13090 - Technical Order Library	19.37
Clerk	
13110 - Video Teleconference	20.50
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.74
14042 - Computer Operator II	19.17
14043 - Computer Operator III	21.36
14044 - Computer Operator IV	23.74
14045 - Computer Operator V	25.21
14071 - Computer Programmer I (see 1)	19.54
14072 - Computer Programmer II (see 1)	24.20
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment	16.74
Operator	
14160 - Personal Computer Support	23.74
Technician	
14170 - System Support Specialist	22.92
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.45
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.42
Instructor (Rated)	
15030 - Air Crew Training Devices	41.25
Instructor (Pilot)	
15050 - Computer Based Training	28.45
Specialist / Instructor	
15060 - Educational Technologist	28.45
15070 - Flight Instructor (Pilot)	41.25
15080 - Graphic Artist	22.38
15085 - Maintenance Test Pilot Fixed	41.25
Jet/Prop	
15086 - Maintenance Test Pilot	41.25
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.25
Pilot	
15090 - Technical Instructor	24.65
15095 - Technical Instructor/Course	30.15
Developer	
15110 - Test Proctor	19.90

15120 - Tutor	19.90
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.81
16030 - Counter Attendant	10.81
16040 - Dry Cleaner	13.62
16070 - Finisher Flatwork Machine	10.81
16090 - Presser Hand	10.81
16110 - Presser Machine Drycleaning	10.81
16130 - Presser Machine Shirts	10.81
16160 - Presser Machine Wearing	10.81
Apparel Laundry	
16190 - Sewing Machine Operator	14.45
16220 - Tailor	15.24
16250 - Washer Machine	12.10
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.74
Room)	20.71
19040 - Tool And Die Maker	32.63
21000 - Materials Handling And Packing	32.03
Occupations	
21020 - Forklift Operator	17.61
21030 - Material Coordinator	22.48
21040 - Material Expediter	22.48
21050 - Material Handling Laborer	14.73
21071 - Order Filler	12.62
21071 Order Fifter 21080 - Production Line Worker (Food	17.61
Processing)	17.01
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	14.37
21150 - Stock Clerk	18.77
21210 - Tools And Parts Attendant	17.61
21410 - Warehouse Specialist	17.61
23000 - Mechanics And Maintenance And	17.01
Repair Occupations	
23010 - Aerospace Structural Welder	26.65
23019 - Aircraft Logs and Records	21.28
Technician	21.20
23021 - Aircraft Mechanic I	25.38
23022 - Aircraft Mechanic II	26.65
23023 - Aircraft Mechanic III	27.96
23040 - Aircraft Mechanic Helper	18.57
23050 - Aircraft Painter	24.01
23060 - Aircraft Servicer	21.28
23070 - Aircraft Servicer 23070 - Aircraft Survival Flight	24.01
	24.UI
Equipment Technician 23080 - Aircraft Worker	22 65
23000 - AIRCRAIT WORKER	22.65

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	22.65
I	
23092 - Aircrew Life Support	25.38
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.01
23120 - Bicycle Repairer	19.92
23125 - Cable Splicer	31.91
23130 - Carpenter Maintenance	20.14
23140 - Carpet Layer	22.65
23160 - Electrician Maintenance	27.46
23181 - Electronics Technician	26.56
Maintenance I	00 15
23182 - Electronics Technician	28.15
Maintenance II	
23183 - Electronics Technician	29.76
Maintenance III	
23260 - Fabric Worker	21.28
23290 - Fire Alarm System Mechanic	25.38
23310 - Fire Extinguisher Repairer	19.92
23311 - Fuel Distribution System	25.38
Mechanic	
23312 - Fuel Distribution System	19.92
Operator	
23370 - General Maintenance Worker	19.29
23380 - Ground Support Equipment	25.38
Mechanic	
23381 - Ground Support Equipment	21.28
Servicer	
23382 - Ground Support Equipment	22.65
Worker	
23391 - Gunsmith I	19.92
23392 - Gunsmith II	22.65
23393 - Gunsmith III	25.38
23410 - Heating Ventilation And Air-	26.15
Conditioning	
Mechanic	07.46
23411 - Heating Ventilation And Air	27.46
Contidioning	
Mechanic (Research Facility)	05.00
23430 - Heavy Equipment Mechanic	25.89
23440 - Heavy Equipment Operator	30.78
23460 - Instrument Mechanic	25.38
23465 - Laboratory/Shelter Mechanic	24.01
23470 - Laborer	14.73
23510 - Locksmith	24.01
23530 - Machinery Maintenance	26.26
Mechanic	00.00
23550 - Machinist Maintenance	22.08

23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	25.38
23592 - Metrology Technician II	26.65
23593 - Metrology Technician III	27.96
23640 - Millwright	25.38
23710 - Office Appliance Repairer	22.80
23760 - Painter Maintenance	21.07
23790 - Pipefitter Maintenance	29.01
23810 - Plumber Maintenance	27.45
23820 - Pneudraulic Systems Mechanic	25.38
23850 - Rigger	25.38
23870 - Scale Mechanic	22.65
23890 - Sheet-Metal Worker	31.24
Maintenance	
23910 - Small Engine Mechanic	22.58
23931 - Telecommunications Mechanic	23.79
I	
23932 - Telecommunications Mechanic	24.98
II	
23950 - Telephone Lineman	22.84
23960 - Welder Combination	25.12
Maintenance	
23965 - Well Driller	25.38
23970 - Woodcraft Worker	25.38
23980 - Woodworker	19.92
24000 - Personal Needs Occupations	
24550 - Case Manager	15.06
24570 - Child Care Attendant	10.23
24580 - Child Care Center Clerk	12.75
24610 - Chore Aide	11.91
24620 - Family Readiness And Support	15.06
Services	
Coordinator	
24630 - Homemaker	15.06
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.38
25040 - Sewage Plant Operator	22.57
25070 - Stationary Engineer	25.38
25190 - Ventilation Equipment Tender	18.57
25210 - Water Treatment Plant	22.57
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.74
27007 - Baggage Inspector	13.11
27008 - Corrections Officer	24.74
27010 - Court Security Officer	24.74
27030 - Detection Dog Handler	15.18
27040 - Detention Officer	24.74
27070 - Firefighter	24.74

27101 - Guard I		13.11
27102 - Guard II		14.67
27131 - Police Officer I		25.98
27132 - Police Officer II		28.88
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.20
28042 - Carnival Equipment Repairer		13.20
28043 - Carnival Worker		9.93
28210 - Gate Attendant/Gate Tender		16.27
28310 - Lifeguard		12.66
28350 - Park Attendant (Aide)		18.21
28510 - Recreation Aide/Health		13.29
Facility Attendant		10111
28515 - Recreation Specialist		22.55
28630 - Sports Official		14.50
28690 - Swimming Pool Operator		18.83
29000 - Stevedoring/Longshoremen		10.05
Occupational Services		
29010 - Blocker And Bracer		22.65
29020 - Hatch Tender		22.65
29030 - Line Handler		22.65
29041 - Stevedore I		21.28
29041 - Stevedore II		24.01
30000 - Technical Occupations		24.01
30010 - Air Traffic Control	(see 2)	40.29
Specialist Center (HFO)	(See 2)	40.29
30011 - Air Traffic Control	(see 2)	27.78
Specialist Station (HFO)	(See 2)	21.10
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		30.39
30021 - Archeological Technician I		15.13
30022 - Archeological Technician II		16.93
30022 - Archeological Technician III		
-		20.44
30030 - Cartographic Technician		24.59
30040 - Civil Engineering Technician		
30051 - Cryogenic Technician I		23.75
30052 - Cryogenic Technician II		26.24
30061 - Drafter/CAD Operator I		1 - 1 - 1 - 1
20060 - Design (GID On the TT		15.13
30062 - Drafter/CAD Operator II		16.93
30063 - Drafter/CAD Operator III		16.93 18.79
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV		16.93 18.79 21.38
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		16.93 18.79 21.38 15.88
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II		16.93 18.79 21.38 15.88 16.43
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III		16.93 18.79 21.38 15.88 16.43 18.35
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV		16.93 18.79 21.38 15.88 16.43 18.35 22.75
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		16.93 18.79 21.38 15.88 16.43 18.35 22.75 27.82
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI		16.93 18.79 21.38 15.88 16.43 18.35 22.75 27.82 33.66
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician		16.93 18.79 21.38 15.88 16.43 18.35 22.75 27.82 33.66 19.32
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI		16.93 18.79 21.38 15.88 16.43 18.35 22.75 27.82 33.66

30221 - Latent Fingerprint	23.75
Technician I	
30222 - Latent Fingerprint	26.24
Technician II	
30240 - Mathematical Technician	19.32
30361 - Paralegal/Legal Assistant I	18.64
30362 - Paralegal/Legal Assistant II	23.09
30363 - Paralegal/Legal Assistant	28.25
III	
30364 - Paralegal/Legal Assistant IV	34.18
30375 - Petroleum Supply Specialist	26.24
30390 - Photo-Optics Technician	20.89
30395 - Radiation Control Technician	26.24
30461 - Technical Writer I	21.25
30462 - Technical Writer II	25.99
30463 - Technical Writer III	30.90
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	21.38
30502 - Weather Forecaster II	26.00
30620 - Weather Observer Combined (see 2)	18.79
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	19.32
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.41
31030 - Bus Driver	18.57
31043 - Driver Courier	12.68
31260 - Parking and Lot Attendant	12.29
31290 - Shuttle Bus Driver	14.95
31310 - Taxi Driver	14.60
31361 - Truckdriver Light	13.59
31362 - Truckdriver Medium	14.42
31363 - Truckdriver Heavy	19.76
31364 - Truckdriver Tractor-Trailer	19.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.00
99050 - Desk Clerk	11.19
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.73
99252 - Laboratory Animal Caretaker II	15.46
99260 - Marketing Analyst	24.12
99310 - Mortician	25.60
99410 - Pest Controller	23.16
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.33
99711 - Recycling Specialist	20.22
99730 - Refuse Collector	15.88
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	15.88
99830 - Survey Party Chief	23.20
99831 - Surveying Aide	13.99
99832 - Surveying Technician	19.03
99840 - Vending Machine Attendant	20.22
99841 - Vending Machine Repairer	24.65
99842 - Vending Machine Repairer Helper	20.22

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

Daniel W. Simms Director

| Wage Determination No.: 2015-4777 Division of | Revision No.: 16

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

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

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

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

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

State: Indiana

Area: Indiana County of Bartholomew

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.10
01012 - Accounting Clerk II		16.94
01013 - Accounting Clerk III		18.96
01020 - Administrative Assistant		27.49
01035 - Court Reporter		18.89
01041 - Customer Service		14.15
Representative I		
01042 - Customer Service		15.91
Representative II		

227

01043 - Customer Service		17.36
Representative III 01051 - Data Entry Operator I		13.98
01051 - Data Entry Operator II		15.26
01060 - Dispatcher Motor Vehicle		27.61
01070 - Document Preparation Clerk		15.04
01090 - Duplicating Machine Operator		15.04
01111 - General Clerk I		14.29
01112 - General Clerk II		15.60
01113 - General Clerk III		17.52
01120 - Housing Referral Assistant		21.06
01141 - Messenger Courier		12.26
01191 - Order Clerk I		16.31
01192 - Order Clerk II		19.16
01261 - Personnel Assistant		16.89
(Employment) I		
01262 - Personnel Assistant		18.89
(Employment) II		
01263 - Personnel Assistant		21.06
(Employment) III		
01270 - Production Control Clerk		22.28
01290 - Rental Clerk		15.07
01300 - Scheduler Maintenance		16.89
01311 - Secretary I		16.89
01312 - Secretary II		18.89
01313 - Secretary III		21.06
01320 - Service Order Dispatcher		24.68
01410 - Supply Technician		27.49
01420 - Survey Worker		18.14
01460 - Switchboard		15.34
Operator/Receptionist		
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		15.04
01612 - Word Processor II		16.89
01613 - Word Processor III		18.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.99
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		20.11
05070 - Automotive Worker		20.11
05110 - Mobile Equipment Servicer		18.11
05130 - Motor Equipment Metal		22.23
Mechanic		20 11
05160 - Motor Equipment Metal Worker		20.11
05190 - Motor Vehicle Mechanic		22.23
05220 - Motor Vehicle Mechanic		17.09
Helper		

05250 - Motor Vehicle Upholstery	19.19
Worker 05280 - Motor Vehicle Wrecker	20.11
05260 - Motor Venicle Wrecker 05310 - Painter Automotive	21.87
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	20.11
05370 - Radiator Repair Specialist	17.95
05400 - Transmission Repair	22.23
Specialist	22.25
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.16
07041 - Cook I	13.28
07042 - Cook II	14.74
07070 - Dishwasher	9.89
07130 - Food Service Worker	9.89
07210 - Meat Cutter	15.31
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And	3.00
Repair Occupations	
09010 - Electrostatic Spray Painter	20.52
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	20.52
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer Minor	19.02
09130 - Upholsterer	20.52
09130 Ophotscerer	20.02
11000 - General Services And Support	20.02
-	20.02
11000 - General Services And Support	14.00
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles	14.00 13.52 18.24
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	14.00 13.52
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	14.00 13.52 18.24
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	14.00 13.52 18.24 13.52 13.52 14.24
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	14.00 13.52 18.24 13.52 13.52 14.24 10.96
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10 14.24
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10 14.24 15.04
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10 14.24 15.04
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10 14.24 15.04
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10 14.24 15.04
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10 14.24 15.04
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10 14.24 15.04
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10 14.24 15.04 19.88 19.88 27.28
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10 14.24 15.04 19.88 19.88 27.28 29.17
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10 14.24 15.04 19.88 19.88 27.28 29.17 22.19 41.16
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10 14.24 15.04 19.88 19.88 27.28 29.17 22.19 41.16 30.13
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	14.00 13.52 18.24 13.52 13.52 14.24 10.96 12.80 17.10 14.24 15.04 19.88 19.88 27.28 29.17 22.19 41.16

12040 - Emergency Medical Technician	19.88
12071 - Licensed Practical Nurse I	17.78
12072 - Licensed Practical Nurse II	19.88
12073 - Licensed Practical Nurse III	22.16
12100 - Medical Assistant	16.21
12130 - Medical Laboratory	23.34
Technician	
12160 - Medical Record Clerk	17.46
12190 - Medical Record Technician	19.52
12195 - Medical Transcriptionist	17.78
12210 - Nuclear Medicine	43.69
Technologist	
12221 - Nursing Assistant I	12.01
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.55
12235 - Optical Dispenser	19.43
12236 - Optical Technician	17.78
12250 - Pharmacy Technician	16.67
12280 - Phlebotomist	17.78
12305 - Radiologic Technologist	28.75
12311 - Registered Nurse I	24.45
12312 - Registered Nurse II	29.91
12313 - Registered Nurse II	29.91
Specialist	
12314 - Registered Nurse III	36.20
12315 - Registered Nurse III	36.20
Anesthetist	
12316 - Registered Nurse IV	43.37
12317 - Scheduler (Drug and Alcohol	24.63
Testing)	
12320 - Substance Abuse Treatment	24.63
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.04
13012 - Exhibits Specialist II	22.35
13013 - Exhibits Specialist III	27.33
13041 - Illustrator I	19.93
13042 - Illustrator II	24.69
13043 - Illustrator III	30.20
13047 - Librarian	24.08
13050 - Library Aide/Clerk	13.82
13054 - Library Information	25.49
Technology Systems	
Administrator	
13058 - Library Technician	16.41
13061 - Media Specialist I	15.68
13062 - Media Specialist II	17.53
13063 - Media Specialist III	19.55
real of section and	

13071 - Photographer I	15.46
13072 - Photographer II	17.30
13073 - Photographer III	21.43
13074 - Photographer IV	26.21
13075 - Photographer V	31.71
13090 - Technical Order Library	17.28
Clerk	
13110 - Video Teleconference	18.13
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.53
14042 - Computer Operator II	19.61
14043 - Computer Operator III	21.85
14044 - Computer Operator IV	24.29
14045 - Computer Operator V	27.51
14071 - Computer Programmer I (see 1	21.92
14072 - Computer Programmer II (see 1	27.18
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	17.53
Operator	
14160 - Personal Computer Support	24.52
Technician	
14170 - System Support Specialist	27.51
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.73
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.18
Instructor (Rated)	
15030 - Air Crew Training Devices	44.56
Instructor (Pilot)	
15050 - Computer Based Training	30.73
Specialist / Instructor	
15060 - Educational Technologist	30.94
15070 - Flight Instructor (Pilot)	44.56
15080 - Graphic Artist	27.08
INIUN MAINTANANA MAAT Dilat Disad	42.18
15085 - Maintenance Test Pilot Fixed	
Jet/Prop	40 10
Jet/Prop 15086 - Maintenance Test Pilot	42.18
Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing	
Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co-	42.18 42.18
Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot	42.18
Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor	42.18 25.42
Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course	42.18
Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor	42.18 25.42

15120 - Tutor	20.53
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.46
Room)	
19040 - Tool And Die Maker	30.19
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.73
21030 - Material Coordinator	22.28
21040 - Material Expediter	22.28
21050 - Material Handling Laborer	17.35
21071 - Order Filler	14.61
21080 - Production Line Worker (Food	19.73
Processing)	
21110 - Shipping Packer	17.65
21130 - Shipping/Receiving Clerk	17.65
21140 - Store Worker I	15.50
21150 - Stock Clerk	21.40
21210 - Tools And Parts Attendant	19.73
21410 - Warehouse Specialist	19.73
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23019 - Aircraft Logs and Records	26.52
Technician	
23021 - Aircraft Mechanic I	29.80
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.03
23040 - Aircraft Mechanic Helper	24.43
23050 - Aircraft Painter	29.05
23060 - Aircraft Servicer	26.52
23070 - Aircraft Survival Flight	29.05
Equipment Technician	
23080 - Aircraft Worker	27.71

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	27.71
I	0.0
23092 - Aircrew Life Support	29.80
Equipment (ALSE) Mechanic	
II	00 05
23110 - Appliance Mechanic	23.95
23120 - Bicycle Repairer	20.50
23125 - Cable Splicer	27.51
23130 - Carpenter Maintenance	27.84
23140 - Carpet Layer	22.76
23160 - Electrician Maintenance	28.82
23181 - Electronics Technician	23.75
Maintenance I	05 04
23182 - Electronics Technician	25.84
Maintenance II	0.6.00
23183 - Electronics Technician	26.89
Maintenance III	04 50
23260 - Fabric Worker	21.72
23290 - Fire Alarm System Mechanic	25.16
23310 - Fire Extinguisher Repairer	20.50
23311 - Fuel Distribution System	25.16
Mechanic	
23312 - Fuel Distribution System	20.50
Operator	
23370 - General Maintenance Worker	22.19
23380 - Ground Support Equipment	29.80
Mechanic	
23381 - Ground Support Equipment	26.52
Servicer	
23382 - Ground Support Equipment	27.71
Worker	
23391 - Gunsmith I	20.50
23392 - Gunsmith II	22.76
23393 - Gunsmith III	25.16
23410 - Heating Ventilation And Air-	22.93
Conditioning	
Mechanic	00 56
23411 - Heating Ventilation And Air	23.76
Contidioning	
Mechanic (Research Facility)	05.46
23430 - Heavy Equipment Mechanic	25.16
23440 - Heavy Equipment Operator	27.12
23460 - Instrument Mechanic	25.16
23465 - Laboratory/Shelter Mechanic	23.95
23470 - Laborer	17.35
23510 - Locksmith	23.95
23530 - Machinery Maintenance	28.94
Mechanic	1001
23550 - Machinist Maintenance	19.84

23580 - Maintenance Trades Helper	19.22
23591 - Metrology Technician I	25.16
23592 - Metrology Technician II	26.07
23593 - Metrology Technician III	26.98
23640 - Millwright	28.58
23710 - Office Appliance Repairer	22.47
23760 - Painter Maintenance	23.95
23790 - Pipefitter Maintenance	33.32
23810 - Plumber Maintenance	31.70
23820 - Pneudraulic Systems Mechanic	25.16
23850 - Rigger	25.16
23870 - Scale Mechanic	22.76
23890 - Sheet-Metal Worker	26.18
Maintenance	
23910 - Small Engine Mechanic	22.76
23931 - Telecommunications Mechanic	25.16
I	
23932 - Telecommunications Mechanic	26.07
II	
23950 - Telephone Lineman	25.16
23960 - Welder Combination	23.55
Maintenance	
23965 - Well Driller	25.16
23970 - Woodcraft Worker	25.16
23980 - Woodworker	20.50
24000 - Personal Needs Occupations	
24550 - Case Manager	16.35
24570 - Child Care Attendant	12.04
24580 - Child Care Center Clerk	15.02
24610 - Chore Aide	11.41
24620 - Family Readiness And Support	16.35
Services	
Coordinator	
24630 - Homemaker	16.35
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.16
25040 - Sewage Plant Operator	23.95
25070 - Stationary Engineer	25.16
25190 - Ventilation Equipment Tender	19.22
25210 - Water Treatment Plant	23.95
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.22
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	24.40
27010 - Court Security Officer	24.40
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	24.40
27070 - Firefighter	24.75

27101 - Guard I		12.58
27102 - Guard II		17.22
27131 - Police Officer I		23.19
27132 - Police Officer II		25.74
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.00
28042 - Carnival Equipment Repairer		12.80
28043 - Carnival Worker		8.98
28210 - Gate Attendant/Gate Tender		15.46
28310 - Lifequard		13.77
28350 - Park Attendant (Aide)		17.29
28510 - Recreation Aide/Health		12.62
Facility Attendant		
28515 - Recreation Specialist		18.27
28630 - Sports Official		13.77
28690 - Swimming Pool Operator		20.12
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		24.18
29020 - Hatch Tender		24.18
29030 - Line Handler		24.18
29041 - Stevedore I		21.72
29042 - Stevedore II		25.14
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.62
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	28.01
Specialist Station (HFO)		
30012 - Air Traffic Control		30.85
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		18.58
30022 - Archeological Technician II		21.49
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		24.56
30051 - Cryogenic Technician I		26.30
30052 - Cryogenic Technician II		29.05
30061 - Drafter/CAD Operator I		18.58
30062 - Drafter/CAD Operator II		21.49
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		28.52
30081 - Engineering Technician I		16.48
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		27.03
30085 - Engineering Technician V		31.36
30086 - Engineering Technician VI		37.94
30090 - Environmental Technician		23.08
30095 - Evidence Control Specialist		21 E 0
30210 - Laboratory Technician		21.59 20.75

30221 - Latent Fingerprint Technician I	26.30
30222 - Latent Fingerprint	29.05
Technician II	23.03
30240 - Mathematical Technician	25.78
30361 - Paralegal/Legal Assistant I	17.81
30362 - Paralegal/Legal Assistant II	22.06
30362 - Faralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant	26.98
III	20.90
30364 - Paralegal/Legal Assistant IV	32.64
30375 - Petroleum Supply Specialist	26.41
30390 - Photo-Optics Technician	25.75
30390 - Photo-Optics Technician 30395 - Radiation Control Technician	26.41
30461 - Technical Writer I	
30461 - Technical Writer I 30462 - Technical Writer II	23.08
	28.23
30463 - Technical Writer III	34.16
30491 - Unexploded Ordnance (UXO)	26.18
Technician I	21 62
30492 - Unexploded Ordnance (UXO)	31.68
Technician II	
30493 - Unexploded Ordnance (UXO)	37.97
Technician III	
30494 - Unexploded (UXO) Safety	26.18
Escort	
30495 - Unexploded (UXO) Sweep	26.18
Personnel	
30501 - Weather Forecaster I	28.52
30502 - Weather Forecaster II	34.69
30620 - Weather Observer Combined (see 2)	23.17
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.75
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.68
31020 - Bus Aide	16.82
31030 - Bus Driver	22.84
31043 - Driver Courier	16.07
31260 - Parking and Lot Attendant	15.11
31290 - Shuttle Bus Driver	17.52
31310 - Taxi Driver	15.05
31361 - Truckdriver Light	17.52
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	24.75
31364 - Truckdriver Tractor-Trailer	24.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.44
99030 - Cashier	10.54
99050 - Desk Clerk	11.02
99095 - Embalmer	26.25

99130 - Flight Follower	26.18
99251 - Laboratory Animal Caretaker	14.69
99252 - Laboratory Animal Caretaker	15.68
99260 - Marketing Analyst	31.63
99310 - Mortician	26.25
99410 - Pest Controller	25.65
99510 - Photofinishing Worker	13.76
99710 - Recycling Laborer	20.21
99711 - Recycling Specialist	24.28
99730 - Refuse Collector	18.16
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	17.47
99830 - Survey Party Chief	22.50
99831 - Surveying Aide	13.85
99832 - Surveying Technician	18.05
99840 - Vending Machine Attendant	23.35
99841 - Vending Machine Repairer	27.64
99842 - Vending Machine Repairer Helper	23.35

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4779

Daniel W. Simms Division of | Revision No.: 16

Director

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

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

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

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

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

State: Indiana

Area: Indiana County of Elkhart

Fringe Benefits	Required	Follow	the	Occupationa.	L Listing
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OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.45
01013 - Accounting Clerk III		18.39
01020 - Administrative Assistant		25.23
01035 - Court Reporter		18.84
01041 - Customer Service		15.84
Representative I		
01042 - Customer Service		17.81
Representative II		

01043 - Customer Service		19.43
Representative III 01051 - Data Entry Operator I		16.40
01052 - Data Entry Operator II		17.90
01060 - Dispatcher Motor Vehicle		19.68
01070 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk		14.65
01090 - Duplicating Machine Operator		14.65
01111 - General Clerk I		13.38
01112 - General Clerk II		14.60
01113 - General Clerk III		16.40
01120 - Housing Referral Assistant		20.51
01141 - Messenger Courier		11.95
01191 - Order Clerk I		16.51
01192 - Order Clerk II		18.02
01261 - Personnel Assistant		16.46
(Employment) I		10.10
01262 - Personnel Assistant		18.41
(Employment) II		10.11
01263 - Personnel Assistant		20.51
(Employment) III		20.01
01270 - Production Control Clerk		27.07
01290 - Rental Clerk		13.60
01300 - Scheduler Maintenance		16.46
01311 - Secretary I		16.46
01312 - Secretary II		18.41
01313 - Secretary III		20.51
01320 - Service Order Dispatcher		17.60
01410 - Supply Technician		25.23
01420 - Survey Worker		17.05
01460 - Switchboard		14.97
Operator/Receptionist		
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		14.65
01612 - Word Processor II		16.46
01613 - Word Processor III		18.41
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.44
Fiberglass		
05010 - Automotive	Electrician	21.85
05040 - Automotive Glass Installer		20.49
05070 - Automotive Worker		20.49
05110 - Mobile Equipment Servicer		18.06
05130 - Motor Equipment Metal		22.65
Mechanic		
05160 - Motor Equipment Metal Worker		20.49
05190 - Motor Vehicle Mechanic		22.65
05220 - Motor Vehicle Mechanic		16.76
Helper		

05250 - Motor Vehicle Upholstery Worker	19.33
05280 - Motor Vehicle Wrecker	20.49
05310 - Painter Automotive	21.85
05340 - Radiator Repair Specialist	20.49
05370 - Tire Repairer	16.43
05400 - Transmission Repair	22.65
Specialist	22.00
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.27
07041 - Cook I	13.67
07042 - Cook II	15.51
07070 - Dishwasher	9.98
07130 - Food Service Worker	11.63
07210 - Meat Cutter	14.35
07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.40
09040 - Furniture Handler	12.40
09080 - Furniture Refinisher	15.93
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer Minor	14.91
09130 - Upholsterer	17.91
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.10
11060 - Elevator Operator	14.80
11090 - Gardener	19.45
11122 - Housekeeping Aide	14.80
11150 - Janitor	14.80
11210 - Laborer Grounds Maintenance	15.28
11240 - Maid or Houseman	10.71
11260 - Pruner	13.92
11270 - Tractor Operator	18.05
11330 - Trail Maintenance Worker 11360 - Window Cleaner	15.28
12000 - Window Cleaner 12000 - Health Occupations	16.25
12010 - Hearth Occupations 12010 - Ambulance Driver	15.83
12010 - Amburance bliver 12011 - Breath Alcohol Technician	20.00
12012 - Certified Occupational	27.43
Therapist Assistant	27.43
12015 - Certified Physical Therapist	26.71
Assistant	20.71
12020 - Dental Assistant	24.58
12025 - Dental Hygienist	34.30
12030 - EKG Technician	28.93
12035 - Electroneurodiagnostic	28.93
Technologist	

12040 - Emergency Medical Technician	15.83
12071 - Licensed Practical Nurse I	17.88
12072 - Licensed Practical Nurse II	20.00
12073 - Licensed Practical Nurse III	22.29
12100 - Medical Assistant	16.33
12130 - Medical Laboratory	20.90
Technician	
12160 - Medical Record Clerk	18.45
12190 - Medical Record Technician	20.65
12195 - Medical Transcriptionist	18.62
12210 - Nuclear Medicine	43.93
Technologist	
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.70
12235 - Optical Dispenser	15.82
12236 - Optical Technician	17.88
12250 - Pharmacy Technician	16.33
12280 - Phlebotomist	16.96
12305 - Radiologic Technologist	27.38
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	24.76
Testing)	
12320 - Substance Abuse Treatment	17.99
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.45
13012 - Exhibits Specialist II	20.37
13013 - Exhibits Specialist III	24.92
13041 - Illustrator I	16.45
13042 - Illustrator II	20.37
13043 - Illustrator III	24.92
13047 - Librarian	22.56
13050 - Library Aide/Clerk	14.21
13054 - Library Information	20.37
Technology Systems	
Administrator	
13058 - Library Technician	15.47
13061 - Media Specialist I	14.70
13062 - Media Specialist II	16.45
13063 - Media Specialist III	18.33

13071 - Photographer I	13.67
13072 - Photographer II	16.01
13073 - Photographer III	19.82
13074 - Photographer IV	24.26
13075 - Photographer V	30.15
13090 - Technical Order Library	17.36
Clerk	
13110 - Video Teleconference	14.70
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.40
14042 - Computer Operator II	18.35
14043 - Computer Operator III	22.81
14044 - Computer Operator IV	24.67
14045 - Computer Operator V	27.29
14071 - Computer Programmer I (see 1)	21.56
14072 - Computer Programmer II (see 1)	27.35
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	16.40
Operator	
14160 - Personal Computer Support	24.67
Technician	
14170 - System Support Specialist	30.02
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.28
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.64
Instructor (Rated)	
15030 - Air Crew Training Devices	43.14
Instructor (Pilot)	
15050 - Computer Based Training	30.28
Specialist / Instructor	
15060 - Educational Technologist	34.09
15070 - Flight Instructor (Pilot)	43.14
15080 - Graphic Artist	22.10
15085 - Maintenance Test Pilot Fixed	41.70
Jet/Prop	
15086 - Maintenance Test Pilot	41.70
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.70
Pilot	
15090 - Technical Instructor	18.59
15095 - Technical Instructor/Course	22.74
Developer	
15110 - Test Proctor	15.28

15120 - Tutor	15.28
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.49
16030 - Counter Attendant	10.49
16040 - Dry Cleaner	13.04
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	13.98
16220 - Tailor	14.88
16250 - Washer Machine	11.20
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.82
Room)	
19040 - Tool And Die Maker	28.45
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.75
21030 - Material Coordinator	27.07
21040 - Material Expediter	27.07
21050 - Material Handling Laborer	15.50
21071 - Order Filler	14.84
21080 - Production Line Worker (Food	18.75
Processing)	20110
21110 - Shipping Packer	17.69
21130 - Shipping/Receiving Clerk	17.69
21140 - Store Worker I	14.74
21150 - Stock Clerk	19.62
21210 - Tools And Parts Attendant	18.75
21410 - Warehouse Specialist	18.75
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	24.34
23019 - Aircraft Logs and Records	20.08
Technician	
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.34
23023 - Aircraft Mechanic III	25.23
23040 - Aircraft Mechanic Helper	17.40
23050 - Aircraft Painter	22.70
23060 - Aircraft Servicer	20.08
23070 - Aircraft Survival Flight	22.70
Equipment Technician	• •
23080 - Aircraft Worker	21.29

23091 - Aircrew Life Support	21.29
Equipment (ALSE) Mechanic	
23092 - Aircrew Life Support	23.53
Equipment (ALSE) Mechanic	23.33
II	
23110 - Appliance Mechanic	20.59
23120 - Appliance Mechanic 23120 - Bicycle Repairer	18.76
23125 - Cable Splicer	24.96
23130 - Carpenter Maintenance	24.25
23140 - Carpet Layer	21.29
23160 - Electrician Maintenance	23.93
23181 - Electronics Technician	21.29
Maintenance I	21.27
23182 - Electronics Technician	22.70
Maintenance II	22.70
23183 - Electronics Technician	23.53
Maintenance III	23.33
23260 - Fabric Worker	20.08
23290 - Fire Alarm System Mechanic	23.53
23310 - Fire Extinguisher Repairer	18.76
23311 - Fuel Distribution System	23.53
Mechanic	23.33
23312 - Fuel Distribution System	18.76
Operator	10.70
23370 - General Maintenance Worker	21.00
23380 - Ground Support Equipment	23.53
Mechanic	23.33
23381 - Ground Support Equipment	20.08
Servicer	20.00
23382 - Ground Support Equipment	21.29
Worker	
23391 - Gunsmith I	18.76
23392 - Gunsmith II	21.29
23393 - Gunsmith III	23.53
23410 - Heating Ventilation And Air-	25.62
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.50
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.53
23440 - Heavy Equipment Operator	26.46
23460 - Instrument Mechanic	23.53
23465 - Laboratory/Shelter Mechanic	22.70
23470 - Laborer	15.50
23510 - Locksmith	22.70
23530 - Machinery Maintenance	26.36
Mechanic	
23550 - Machinist Maintenance	19.43

23580 - Maintenance Trades Helper	17.40
23591 - Metrology Technician I	23.53
23592 - Metrology Technician II	24.34
23593 - Metrology Technician III	25.23
23640 - Millwright	24.74
23710 - Office Appliance Repairer	20.36
23760 - Painter Maintenance	22.08
23790 - Pipefitter Maintenance	31.48
23810 - Plumber Maintenance	30.37
23820 - Pneudraulic Systems Mechanic	23.53
23850 - Rigger	23.53
23870 - Scale Mechanic	21.29
23890 - Sheet-Metal Worker	21.60
Maintenance	
23910 - Small Engine Mechanic	20.67
23931 - Telecommunications Mechanic	26.72
I	20.72
23932 - Telecommunications Mechanic	27.64
II	27.01
23950 - Telephone Lineman	23.53
23960 - Welder Combination	18.67
Maintenance	10.07
23965 - Well Driller	23.53
23970 - Woodcraft Worker	23.53
23980 - Woodworker	18.76
24000 - Personal Needs Occupations	10.70
24550 - Case Manager	14.89
24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.89
24610 - Chore Aide	11.62
24620 - Family Readiness And Support	14.89
Services	14.00
Coordinator	
24630 - Homemaker	17.00
25000 - Plant And System Operations	17.00
Occupations	
25010 - Boiler Tender	23.53
25010 - Boller Tender 25040 - Sewage Plant Operator	22.69
25070 - Stationary Engineer	23.53
25190 - Stationary Engineer 25190 - Ventilation Equipment Tender	17.40
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	22.69
Operator	22.09
27000 - Protective Service Occupations	
27000 - Protective Service Occupations 27004 - Alarm Monitor	18.46
	18.46
27007 - Baggage Inspector	22.43
27008 - Corrections Officer	
27010 - Court Security Officer	22.43
27030 - Detection Dog Handler	13.19
27040 - Detention Officer	22.43
27070 - Firefighter	22.43

27101 - Guard I		11.80
27102 - Guard II		13.19
27131 - Police Officer I		25.41
27132 - Police Officer II		28.24
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.08
28042 - Carnival Equipment Repairer		13.59
28043 - Carnival Worker		10.88
28210 - Gate Attendant/Gate Tender		16.52
28310 - Lifeguard		13.43
28350 - Park Attendant (Aide)		18.48
28510 - Recreation Aide/Health		13.49
Facility Attendant		
28515 - Recreation Specialist		21.67
28630 - Sports Official		14.72
28690 - Swimming Pool Operator		21.09
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		26.33
29020 - Hatch Tender		26.33
29030 - Line Handler		26.33
29041 - Stevedore I		24.84
29042 - Stevedore II		28.08
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2	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		17.30
30022 - Archeological Technician II		19.24
30023 - Archeological Technician III		23.83
30030 - Cartographic Technician		23.83
30040 - Civil Engineering Technician		25.66
30051 - Cryogenic Technician I		26.39
30052 - Cryogenic Technician II		29.15
30061 - Drafter/CAD Operator I		17.19
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		15.61
30082 - Engineering Technician II		17.53
30083 - Engineering Technician III		19.61
30084 - Engineering Technician IV		24.28
30085 - Engineering Technician V		29.71
30086 - Engineering Technician VI		35.95
30090 - Environmental Technician		23.83
30095 - Evidence Control Specialist		23.83

Technician II	30221 - Latent Fingerprint Technician I	26.39
Technician II 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I 22.57 30362 - Paralegal/Legal Assistant II 22.57 30363 - Paralegal/Legal Assistant II 22.57 30363 - Paralegal/Legal Assistant IV 33.39 30375 - Petroleum Supply Specialist 29.15 30390 - Photo-Optics Technician 29.15 30461 - Technical Writer II 29.07 30462 - Technical Writer II 30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) 30463 - Technical Writer III 30492 - Unexploded Ordnance (UXO) 30493 - Unexploded Ordnance (UXO) 30493 - Unexploded Ordnance (UXO) 30493 - Unexploded Ordnance (UXO) 30494 - Unexploded (UXO) Safety 25.60 Escort 30495 - Unexploded (UXO) Sweep 25.60 Personnel 30501 - Weather Forecaster I 30495 - Unexploded (UXO) Sweep 25.60 Personnel 30501 - Weather Forecaster I 30620 - Weather Forecaster II 30620 - Weather Observer Combined (see 2) 21.45 Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31030 - Bus Aide 31030 - Bus Driver 31260 - Parking and Lot Attendant 31030 - Bus Driver 31260 - Parking and Lot Attendant 31310 - Taxi Driver 31363 - Truckdriver Light 31363 - Truckdriver Heavy 31364 - Truckdriver Heavy 31365 - Truckdriver Heavy 31367 - Truckdriver Heavy 31368 - Truckdriver Heavy 31369 - Cabin Safety Specialist 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99050 - Desk Clerk 11.00		29 15
30240 - Mathematical Technician 18.22 30362 - Paralegal/Legal Assistant I 18.22 30362 - Paralegal/Legal Assistant II 22.57 30363 - Paralegal/Legal Assistant II 27.60 111 30364 - Paralegal/Legal Assistant IV 33.39 30375 - Petroleum Supply Specialist 29.15 30390 - Photo-Optics Technician 23.77 30395 - Radiation Control Technician 29.15 30461 - Technical Writer II 29.07 30462 - Technical Writer II 29.07 30463 - Technical Writer III 35.18 30491 - Unexploded Ordnance (UXO) 30.98 Technician II 30491 - Unexploded Ordnance (UXO) 37.13 Technician III 30493 - Unexploded Ordnance (UXO) 37.13 Technician III 30494 - Unexploded (UXO) Safety 25.60 Escort 30495 - Unexploded (UXO) Safety 25.60 Escort 30501 - Weather Forecaster I 32.10 30502 - Weather Forecaster II 32.10 30502 - Weather Forecaster II 32.10 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 15.47 31030 - Bus Driver 21.07 31043 - Driver Courier 16.67 31260 - Parking and Lot Attendant 4.08 31290 - Shuttle Bus Driver 18.18 3130 - Taxi Driver 16.60 31361 - Truckdriver Light 8.18 31362 - Truckdriver Medium 19.46 31363 - Truckdriver Heavy 22.34 31064 - Truckdriver Heavy 22.34 31065 - Cashier 30.90		23.10
30361 - Paralegal/Legal Assistant I 22.57		23 83
30362 - Paralegal/Legal Assistant II 22.57 30363 - Paralegal/Legal Assistant 27.60 111 20.50 27.60 27.		
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99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	19.43
99252 - Laboratory Animal Caretaker	20.90
99260 - Marketing Analyst	26.35
99310 - Mortician	27.51
99410 - Pest Controller	24.47
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.04
99711 - Recycling Specialist	21.31
99730 - Refuse Collector	16.43
99810 - Sales Clerk	13.73
99820 - School Crossing Guard	16.36
99830 - Survey Party Chief	19.05
99831 - Surveying Aide	12.48
99832 - Surveying Technician	17.12
99840 - Vending Machine Attendant	21.21
99841 - Vending Machine Repairer	25.94
99842 - Vending Machine Repairer Helper	21.21

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

| Wage Determination No.: 2015-4781

Daniel W. Simms Division of | Revision No.: 16

Director

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

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

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

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

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

State: Indiana

Area: Indiana Counties of Allen Wells Whitley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.77
01012 - Accounting Clerk II		16.59
01013 - Accounting Clerk III		18.55
01020 - Administrative Assistant		23.39
01035 - Court Reporter		22.94
01041 - Customer Service		14.86
Representative I		
01042 - Customer Service		16.69
Representative II		

01043 - Customer Service		18.21
Representative III		
01051 - Data Entry Operator I		14.92
01052 - Data Entry Operator II		16.28
01060 - Dispatcher Motor Vehicle		19.00
01070 - Document Preparation Clerk		14.35
01090 - Duplicating Machine Operator		14.35
01111 - General Clerk I		13.32
01112 - General Clerk II		14.54
01113 - General Clerk III		16.33
01120 - Housing Referral Assistant		20.09
01141 - Messenger Courier		12.65
01191 - Order Clerk I		15.70
01192 - Order Clerk II		17.13
01261 - Personnel Assistant		16.51
(Employment) I		10.01
01262 - Personnel Assistant		18.46
(Employment) II		10.40
01263 - Personnel Assistant		20.58
		20.50
(Employment) III		05 40
01270 - Production Control Clerk		25.49
01290 - Rental Clerk		12.43
01300 - Scheduler Maintenance		16.12
01311 - Secretary I		16.12
01312 - Secretary II		18.02
01313 - Secretary III		20.09
01320 - Service Order Dispatcher		17.83
01410 - Supply Technician		23.39
01420 - Survey Worker		15.89
01460 - Switchboard		14.10
Operator/Receptionist		
01531 - Travel Clerk I		13.54
01532 - Travel Clerk II		14.45
01533 - Travel Clerk III		15.32
01611 - Word Processor I		14.35
01612 - Word Processor II		16.12
01613 - Word Processor III		18.02
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.35
Fiberglass		
05010 - Automotive	Electrician	18.37
05040 - Automotive Glass Installer		17.76
05070 - Automotive Worker		17.76
05110 - Mobile Equipment Servicer		16.52
05130 - Motor Equipment Metal		18.96
Mechanic		10.50
05160 - Motor Equipment Metal Worker		17.76
05190 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		18.96
05220 - Motor Vehicle Mechanic		15.90
		13.90
Helper		

05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter Automotive	18.37
	17.76
05340 - Radiator Repair Specialist 05370 - Tire Repairer	15.84
05400 - Transmission Repair	18.96
Specialist	10.90
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.85
07041 - Cook I	13.65
07042 - Cook II	15.49
07070 - Dishwasher	9.86
07130 - Food Service Worker	11.61
07210 - Meat Cutter	15.21
07260 - Waiter/Waitress	11.18
09000 - Furniture Maintenance And	11.10
Repair Occupations	
09010 - Electrostatic Spray Painter	17.83
09040 - Furniture Handler	13.78
09080 - Furniture Refinisher	17.83
09090 - Furniture Refinisher Helper	15.43
09110 - Furniture Repairer Minor	16.61
09130 - Upholsterer	17.83
11000 - General Services And Support	1 , 1 0 0
Occupations	
11030 - Cleaner Vehicles	13.14
11060 - Elevator Operator	13.14
11090 - Gardener	17.69
11122 - Housekeeping Aide	11.36
11150 - Janitor	11.36
11210 - Laborer Grounds Maintenance	13.90
11240 - Maid or Houseman	11.03
11260 - Pruner	12.66
11270 - Tractor Operator	16.42
11330 - Trail Maintenance Worker	13.90
11360 - Window Cleaner	12.48
12000 - Health Occupations	
12010 - Ambulance Driver	16.74
12011 - Breath Alcohol Technician	20.34
12012 - Certified Occupational	28.17
Therapist Assistant	
12015 - Certified Physical Therapist	25.80
Assistant	
12020 - Dental Assistant	1000
	19.88
12025 - Dental Hygienist	32.99
12025 - Dental Hygienist 12030 - EKG Technician	32.99 31.75
12025 - Dental Hygienist	32.99

12040 - Emergency Medical Technician	16.74
12071 - Licensed Practical Nurse I	18.19
12072 - Licensed Practical Nurse II	20.34
12073 - Licensed Practical Nurse III	22.67
12100 - Medical Assistant	16.10
12130 - Medical Laboratory	22.57
Technician	
12160 - Medical Record Clerk	20.51
12190 - Medical Record Technician	22.95
12195 - Medical Transcriptionist	18.47
12210 - Nuclear Medicine	42.69
Technologist	
12221 - Nursing Assistant I	11.60
12222 - Nursing Assistant II	13.03
12223 - Nursing Assistant III	14.22
12224 - Nursing Assistant IV	15.97
12235 - Optical Dispenser	15.01
12236 - Optical Technician	17.01
12250 - Pharmacy Technician	16.31
12280 - Phlebotomist	16.35
12305 - Radiologic Technologist	27.20
12311 - Registered Nurse I	24.03
12312 - Registered Nurse II	29.40
12313 - Registered Nurse II	29.40
Specialist	
12314 - Registered Nurse III	35.58
12315 - Registered Nurse III	35.58
Anesthetist	
12316 - Registered Nurse IV	42.64
12317 - Scheduler (Drug and Alcohol	25.19
Testing)	
12320 - Substance Abuse Treatment	23.44
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.17
13012 - Exhibits Specialist II	24.99
13013 - Exhibits Specialist III	30.57
13041 - Illustrator I	18.47
13042 - Illustrator II	22.88
13043 - Illustrator III	27.99
13047 - Librarian	25.34
13050 - Library Aide/Clerk	12.45
13054 - Library Information	22.88
Technology Systems	
Administrator	
13058 - Library Technician	12.64
13061 - Media Specialist I	16.51
13062 - Media Specialist II	18.47
13063 - Media Specialist III	20.59

13071 - Photographer I	17.29
13072 - Photographer II	19.35
13073 - Photographer III	23.96
13074 - Photographer IV	29.32
13075 - Photographer V	35.47
13090 - Technical Order Library	15.74
Clerk	
13110 - Video Teleconference	20.45
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.49
14042 - Computer Operator II	20.68
14043 - Computer Operator III	23.07
14044 - Computer Operator IV	25.63
14045 - Computer Operator V	28.38
14071 - Computer Programmer I (see 1)	21.94
14072 - Computer Programmer II (see 1)	27.18
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	18.49
Operator	
14160 - Personal Computer Support	25.63
Technician	
14170 - System Support Specialist	29.83
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.32
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.89
Instructor (Rated)	
15030 - Air Crew Training Devices	42.83
Instructor (Pilot)	
15050 - Computer Based Training	31.32
Specialist / Instructor	
15060 - Educational Technologist	26.32
15070 - Flight Instructor (Pilot)	42.83
15080 - Graphic Artist	22.15
15085 - Maintenance Test Pilot Fixed	42.83
Jet/Prop	
15086 - Maintenance Test Pilot	42.83
Rotary Wing	
15088 - Non-Maintenance Test/Co-	42.83
Pilot	
15090 - Technical Instructor	24.17
15095 - Technical Instructor/Course	29.57
Developer	
15110 - Test Proctor	19.52

15120 - Tutor	19.52
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.49
16030 - Counter Attendant	10.49
16040 - Dry Cleaner	13.04
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	13.98
16220 - Tailor	14.88
16250 - Washer Machine	11.20
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.39
Room)	
19040 - Tool And Die Maker	27.84
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	16.01
21030 - Material Coordinator	25.49
21040 - Material Expediter	25.49
21050 - Material Handling Laborer	13.56
21071 - Order Filler	12.55
21080 - Production Line Worker (Food	16.01
Processing)	
21110 - Shipping Packer	15.56
21130 - Shipping/Receiving Clerk	15.56
21140 - Store Worker I	14.74
21150 - Stock Clerk	19.62
21210 - Tools And Parts Attendant	16.13
21410 - Warehouse Specialist	16.01
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	31.69
23019 - Aircraft Logs and Records	26.14
Technician	
23021 - Aircraft Mechanic I	30.63
23022 - Aircraft Mechanic II	31.69
23023 - Aircraft Mechanic III	32.85
23040 - Aircraft Mechanic Helper	22.66
23050 - Aircraft Painter	29.55
23060 - Aircraft Servicer	26.14
23070 - Aircraft Survival Flight	29.55
Equipment Technician	
23080 - Aircraft Worker	27.71

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	27.71
I	0.0 6.0
23092 - Aircrew Life Support	30.63
Equipment (ALSE) Mechanic	
II	0.0
23110 - Appliance Mechanic	27.46
23120 - Bicycle Repairer	20.67
23125 - Cable Splicer	34.85
23130 - Carpenter Maintenance	21.20
23140 - Carpet Layer	22.40
23160 - Electrician Maintenance	27.49
23181 - Electronics Technician	28.88
Maintenance I	20 00
23182 - Electronics Technician	30.80
Maintenance II	21 22
23183 - Electronics Technician	31.92
Maintenance III	00.10
23260 - Fabric Worker	22.13
23290 - Fire Alarm System Mechanic	21.58
23310 - Fire Extinguisher Repairer	20.67
23311 - Fuel Distribution System	27.07
Mechanic	
23312 - Fuel Distribution System	21.41
Operator	
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment	30.63
Mechanic	
23381 - Ground Support Equipment	26.14
Servicer	
23382 - Ground Support Equipment	27.71
Worker	
23391 - Gunsmith I	20.67
23392 - Gunsmith II	23.46
23393 - Gunsmith III	25.92
23410 - Heating Ventilation And Air-	27.02
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.95
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.25
23440 - Heavy Equipment Operator	29.65
23460 - Instrument Mechanic	25.92
23465 - Laboratory/Shelter Mechanic	25.01
23470 - Laborer	13.76
23510 - Locksmith	25.01
23530 - Machinery Maintenance	25.19
Mechanic	
23550 - Machinist Maintenance	23.50

23580 - Maintenance Trades Helper	16.96
23591 - Metrology Technician I	25.92
23592 - Metrology Technician II	26.82
23593 - Metrology Technician III	27.81
23640 - Millwright	29.28
23710 - Office Appliance Repairer	20.48
23760 - Painter Maintenance	21.24
23790 - Pipefitter Maintenance	32.18
23810 - Plumber Maintenance	31.16
23820 - Pneudraulic Systems Mechanic	25.92
23850 - Rigger	25.92
23870 - Scale Mechanic	23.46
23890 - Sheet-Metal Worker	25.29
Maintenance	
23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic	26.92
I	20.52
23932 - Telecommunications Mechanic	27.85
II	27.00
23950 - Telephone Lineman	25.06
23960 - Welder Combination	20.24
Maintenance	20.24
23965 - Well Driller	24.80
23970 - Woodcraft Worker	25.92
23980 - Woodworker	20.67
24000 - Personal Needs Occupations	20.07
24550 - Case Manager	14.07
24570 - Child Care Attendant	10.67
24580 - Child Care Center Clerk	15.39
24610 - Chore Aide	11.71
24620 - Family Readiness And Support	14.07
Services	14.07
Coordinator	
24630 - Homemaker	17.11
	1/•11
25000 - Plant And System Operations	
Occupations 25010 - Boiler Tender	25.92
25010 - Boller Tender 25040 - Sewage Plant Operator	23.92
25040 - Sewage Plant Operator 25070 - Stationary Engineer	25.92
	18.69
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	
	23.65
Operator	
27000 - Protective Service Occupations	22 05
27004 - Alarm Monitor	22.85
27007 - Baggage Inspector	14.69
27008 - Corrections Officer	21.58
27010 - Court Security Officer	21.26
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	21.58
27070 - Firefighter	20.90

27101 - Guard I		14.69
27102 - Guard II		17.22
27131 - Police Officer I		25.89
27132 - Police Officer II		28.78
28000 - Recreation Occupations		20.70
28041 - Carnival Equipment Operator		13.21
28042 - Carnival Equipment Repairer		14.24
28043 - Carnival Worker		10.19
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		11.15
28515 - Recreation Specialist		18.90
28630 - Sports Official		12.15
28690 - Swimming Pool Operator		20.90
29000 - Stevedoring/Longshoremen		20.90
Occupational Services		
29010 - Blocker And Bracer		29.30
29010 - Blocker And Bracer 29020 - Hatch Tender		29.30
29030 - Hatch Tender 29030 - Line Handler		29.30
29030 - Line Handler 29041 - Stevedore I		
		27.63
29042 - Stevedore II		31.14
30000 - Technical Occupations	(0)	40.00
30010 - Air Traffic Control	(see 2)	40.29
Specialist Center (HFO)	(0)	07 70
30011 - Air Traffic Control	(see 2)	27.78
Specialist Station (HFO)		20 50
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		17 05
30021 - Archeological Technician I		17.85
30022 - Archeological Technician II		19.88
30023 - Archeological Technician III		25.12
30030 - Cartographic Technician		0 4 00
- -		24.72
30040 - Civil Engineering Technician		25.64
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I		25.64 26.65
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II		25.64 26.65 29.43
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I		25.64 26.65 29.43 17.85
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		25.64 26.65 29.43 17.85 19.88
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III		25.64 26.65 29.43 17.85 19.88 21.82
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV		25.64 26.65 29.43 17.85 19.88 21.82 26.84
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		25.64 26.65 29.43 17.85 19.88 21.82 26.84 16.11
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		25.64 26.65 29.43 17.85 19.88 21.82 26.84 16.11 18.10
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II		25.64 26.65 29.43 17.85 19.88 21.82 26.84 16.11 18.10 20.24
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III		25.64 26.65 29.43 17.85 19.88 21.82 26.84 16.11 18.10 20.24 25.07
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		25.64 26.65 29.43 17.85 19.88 21.82 26.84 16.11 18.10 20.24 25.07 30.67
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI		25.64 26.65 29.43 17.85 19.88 21.82 26.84 16.11 18.10 20.24 25.07
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		25.64 26.65 29.43 17.85 19.88 21.82 26.84 16.11 18.10 20.24 25.07 30.67
30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI		25.64 26.65 29.43 17.85 19.88 21.82 26.84 16.11 18.10 20.24 25.07 30.67 37.11

30221 - Latent Fingerprint Technician I	29.93
30222 - Latent Fingerprint	33.06
Technician II	33.00
30240 - Mathematical Technician	24.53
30361 - Paralegal/Legal Assistant I	19.68
30362 - Paralegal/Legal Assistant II	24.37
30363 - Paralegal/Legal Assistant	29.82
III	27.02
30364 - Paralegal/Legal Assistant IV	36.07
30375 - Petroleum Supply Specialist	29.43
30390 - Photo-Optics Technician	24.53
30395 - Radiation Control Technician	29.43
30461 - Technical Writer I	24.95
30462 - Technical Writer II	30.54
30463 - Technical Writer III	36.92
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	23.00
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	30.90
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	37.13
	25.60
30494 - Unexploded (UXO) Safety	25.60
Escort Control of the	25 60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.65
30502 - Weather Forecaster II	32.42
30620 - Weather Observer Combined (see 2)	21.82
Upper Air Or	
Surface Programs	24 22
30621 - Weather Observer Senior (see 2)	24.22
31000 - Transportation/Mobile	
Equipment Operation Occupations	20 00
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.31
31030 - Bus Driver	20.27
31043 - Driver Courier	15.71
31260 - Parking and Lot Attendant	11.87
31290 - Shuttle Bus Driver	15.55
31310 - Taxi Driver	12.98
31361 - Truckdriver Light	16.93
31362 - Truckdriver Medium	18.15
31363 - Truckdriver Heavy	21.49
31364 - Truckdriver Tractor-Trailer	21.49
99000 - Miscellaneous Occupations	4 = 4 =
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.03
99050 - Desk Clerk	11.37
99095 - Embalmer	29.33

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.56
99252 - Laboratory Animal Caretaker II	13.54
99260 - Marketing Analyst	25.54
99310 - Mortician	29.33
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.42
99711 - Recycling Specialist	22.93
99730 - Refuse Collector	17.68
99810 - Sales Clerk	11.94
99820 - School Crossing Guard	14.36
99830 - Survey Party Chief	26.28
99831 - Surveying Aide	15.50
99832 - Surveying Technician	18.95
99840 - Vending Machine Attendant	21.00
99841 - Vending Machine Repairer	25.68
99842 - Vending Machine Repairer Helper	21.00

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4783

Daniel W. Simms Division of | Revision No.: 16

Director

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

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

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

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

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

State: Indiana

Area: Indiana Counties of Jasper Lake Newton Porter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.91
01035 - Court Reporter		24.51
01041 - Customer Service		15.18
Representative I		
01042 - Customer Service		16.57
Representative II		

01043 - Customer Service Representative III		18.61
01051 - Data Entry Operator I		17.39
01051 - Data Entry Operator I		18.98
		23.42
01060 - Dispatcher Motor Vehicle		17.93
01070 - Document Preparation Clerk		
01090 - Duplicating Machine Operator		17.93
01111 - General Clerk I		14.39
01112 - General Clerk II		15.70
01113 - General Clerk III		17.64
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		13.74
01191 - Order Clerk I		15.69
01192 - Order Clerk II		17.58
01261 - Personnel Assistant		17.84
(Employment) I		
01262 - Personnel Assistant		19.95
(Employment) II		
01263 - Personnel Assistant		22.24
(Employment) III		
01270 - Production Control Clerk		25.65
01290 - Rental Clerk		17.41
01300 - Scheduler Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		29.91
01420 - Survey Worker		18.89
01460 - Switchboard		15.24
Operator/Receptionist		
01531 - Travel Clerk I		17.57
01532 - Travel Clerk II		19.00
01533 - Travel Clerk III		20.55
01611 - Word Processor I		17.05
01612 - Word Processor II		19.15
01613 - Word Processor III		21.42
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.69
Fiberglass		
05010 - Automotive	Electrician	23.06
05040 - Automotive Glass Installer		21.85
05070 - Automotive Worker		21.85
05110 - Mobile Equipment Servicer		19.92
05130 - Motor Equipment Metal		26.41
Mechanic		
05160 - Motor Equipment Metal Worker		21.85
05190 - Motor Vehicle Mechanic		25.88
05220 - Motor Vehicle Mechanic		18.73
Helper		, , 0

05250 - Motor Vehicle Upholstery Worker	20.90
05280 - Motor Vehicle Wrecker	21.85
05310 - Painter Automotive	23.06
05340 - Radiator Repair Specialist	21.85
05370 - Tire Repairer	15.22
05400 - Transmission Repair	26.41
Specialist	20.11
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.76
07041 - Cook I	14.29
07042 - Cook II	16.13
07070 - Dishwasher	12.63
07130 - Food Service Worker	13.54
07210 - Meat Cutter	16.30
07260 - Waiter/Waitress	9.93
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.14
09040 - Furniture Handler	14.56
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.55
09110 - Furniture Repairer Minor	17.35
09130 - Upholsterer	19.14
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.77
11050 - Cleaner Venicles 11060 - Elevator Operator	14.91
11090 - Gardener	20.62
11122 - Housekeeping Aide	14.91
11150 - Janitor	14.91
11210 - Laborer Grounds Maintenance	16.39
11240 - Maid or Houseman	13.33
11260 - Pruner	15.01
11270 - Tractor Operator	19.26
11330 - Trail Maintenance Worker	16.39
11360 - Window Cleaner	16.28
12000 - Health Occupations	
12010 - Ambulance Driver	20.91
12011 - Breath Alcohol Technician	24.98
12012 - Certified Occupational	31.95
Therapist Assistant	20.00
12015 - Certified Physical Therapist	30.38
Assistant	20 22
12020 - Dental Assistant 12025 - Dental Hygienist	20.22
12025 - Dental Hygienist 12030 - EKG Technician	29.30
12030 - ERG Technician 12035 - Electroneurodiagnostic	
TEVEL BIECCIONEULOGIAGNOSCIC	29 30
Technologist	29.30

12040 - Emergency Medical Technician	20.91
12071 - Licensed Practical Nurse I	22.34
12072 - Licensed Practical Nurse II	24.98
12073 - Licensed Practical Nurse III	27.84
12100 - Medical Assistant	18.04
12130 - Medical Laboratory	25.37
Technician	
12160 - Medical Record Clerk	20.59
12190 - Medical Record Technician	23.27
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine	42.13
Technologist	
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.88
12223 - Nursing Assistant III	15.15
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	17.00
12236 - Optical Technician	18.70
12250 - Pharmacy Technician	16.06
12280 - Phlebotomist	17.63
12305 - Radiologic Technologist	32.46
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II	32.57
Specialist	
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III	38.43
Anesthetist	
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol	30.94
Testing)	
12320 - Substance Abuse Treatment	21.00
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.55
13013 - Exhibits Specialist III	32.62
13041 - Illustrator I	21.63
13042 - Illustrator II	26.80
13043 - Illustrator III	32.77
13047 - Librarian	33.70
13050 - Library Aide/Clerk	14.14
13054 - Library Information	31.05
Technology Systems	
Administrator	
13058 - Library Technician	17.38
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39

13071 - Photographer I	18.68
13072 - Photographer II	20.89
13073 - Photographer III	25.88
13074 - Photographer IV	31.66
13075 - Photographer V	38.31
13090 - Technical Order Library	17.35
Clerk	
13110 - Video Teleconference	20.49
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.92
14042 - Computer Operator II	22.28
14043 - Computer Operator III	24.84
14044 - Computer Operator IV	27.60
14045 - Computer Operator V	30.57
14071 - Computer Programmer I (see 1)	26.76
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment	19.92
Operator	
14160 - Personal Computer Support	27.60
Technician	
14170 - System Support Specialist	30.57
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	36.22
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	41.82
Instructor (Rated)	
15030 - Air Crew Training Devices	46.94
Instructor (Pilot)	
15050 - Computer Based Training	36.22
Specialist / Instructor	
15060 - Educational Technologist	32.65
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	27.69
15085 - Maintenance Test Pilot Fixed	43.63
Jet/Prop	
15086 - Maintenance Test Pilot	43.63
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.63
Pilot	
15090 - Technical Instructor	27.45
15095 - Technical Instructor/Course	32.88
Developer	
15110 - Test Proctor	21.70

15120 - Tutor	21.70
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	13.33
16030 - Counter Attendant	13.33
16040 - Dry Cleaner	16.53
16070 - Finisher Flatwork Machine	13.33
16090 - Presser Hand	13.33
16110 - Presser Machine Drycleaning	13.33
16130 - Presser Machine Shirts	13.33
16160 - Presser Machine Wearing	13.33
Apparel Laundry	
16190 - Sewing Machine Operator	17.80
16220 - Tailor	18.96
16250 - Washer Machine	14.16
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.33
Room)	22.00
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing	20.07
Occupations	
21020 - Forklift Operator	18.38
21030 - Material Coordinator	25.65
21040 - Material Expediter	25.65
21050 - Material Handling Laborer	17.05
21071 - Order Filler	15.18
21080 - Production Line Worker (Food	18.38
Processing)	10.50
21110 - Shipping Packer	17.72
21130 - Shipping/Receiving Clerk	17.72
21140 - Store Worker I	15.84
21150 - Stock Clerk	20.76
21210 - Tools And Parts Attendant	18.38
21410 - Warehouse Specialist	18.38
23000 - Mechanics And Maintenance And	10.50
Repair Occupations	
23010 - Aerospace Structural Welder	38.81
23019 - Aircraft Logs and Records	31.33
Technician	31.33
23021 - Aircraft Mechanic I	36.92
23022 - Aircraft Mechanic II	38.81
23023 - Aircraft Mechanic III	40.34
23040 - Aircraft Mechanic Helper	27.48
23050 - Aircraft Painter	35.06
23060 - Aircraft Servicer	31.33
23070 - Aircraft Servicer 23070 - Aircraft Survival Flight	35.06
_	33.00
Equipment Technician 23080 - Aircraft Worker	22 20
25000 - AlfCraft Worker	33.20

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	33.20
I	
23092 - Aircrew Life Support	36.92
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.98
23120 - Bicycle Repairer	20.97
23125 - Cable Splicer	47.72
23130 - Carpenter Maintenance	40.43
23140 - Carpet Layer	28.36
23160 - Electrician Maintenance	42.13
23181 - Electronics Technician	28.39
Maintenance I	00 00
23182 - Electronics Technician	29.98
Maintenance II	
23183 - Electronics Technician	31.57
Maintenance III	
23260 - Fabric Worker	28.42
23290 - Fire Alarm System Mechanic	28.80
23310 - Fire Extinguisher Repairer	26.69
23311 - Fuel Distribution System	38.95
Mechanic	
23312 - Fuel Distribution System	31.10
Operator	
23370 - General Maintenance Worker	22.99
23380 - Ground Support Equipment	36.92
Mechanic	
23381 - Ground Support Equipment	31.33
Servicer	
23382 - Ground Support Equipment	33.20
Worker	
23391 - Gunsmith I	26.69
23392 - Gunsmith II	30.13
23393 - Gunsmith III	33.50
23410 - Heating Ventilation And Air-	29.22
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.71
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	33.32
23440 - Heavy Equipment Operator	42.14
23460 - Instrument Mechanic	30.94
23465 - Laboratory/Shelter Mechanic	31.80
23470 - Laborer	14.76
23510 - Locksmith	28.62
23530 - Machinery Maintenance	27.60
Mechanic	
23550 - Machinist Maintenance	27.46

23580 - Maintenance Trades Helper	17.11
23591 - Metrology Technician I	30.94
23592 - Metrology Technician II	32.52
23593 - Metrology Technician III	33.80
23640 - Millwright	31.74
23710 - Office Appliance Repairer	21.40
23760 - Painter Maintenance	27.07
23790 - Pipefitter Maintenance	46.59
23810 - Plumber Maintenance	44.24
23820 - Pneudraulic Systems Mechanic	33.50
23850 - Rigger	34.76
23870 - Scale Mechanic	30.13
23890 - Sheet-Metal Worker	39.88
Maintenance	
23910 - Small Engine Mechanic	18.79
23931 - Telecommunications Mechanic	33.01
I	
23932 - Telecommunications Mechanic	34.69
II	
23950 - Telephone Lineman	30.95
23960 - Welder Combination	20.76
Maintenance	
23965 - Well Driller	36.85
23970 - Woodcraft Worker	33.50
23980 - Woodworker	26.69
24000 - Personal Needs Occupations	
24550 - Case Manager	17.70
24570 - Child Care Attendant	12.41
24580 - Child Care Center Clerk	15.47
24610 - Chore Aide	13.13
24620 - Family Readiness And Support	17.70
Services	
Coordinator	
24630 - Homemaker	17.70
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	39.88
25040 - Sewage Plant Operator	30.98
25070 - Stationary Engineer	39.88
25190 - Ventilation Equipment Tender	30.66
25210 - Water Treatment Plant	30.98
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.78
27007 - Baggage Inspector	15.05
27008 - Corrections Officer	32.85
27010 - Court Security Officer	31.83
27030 - Detection Dog Handler	16.83
27040 - Detention Officer	32.85
27070 - Firefighter	31.42
,	

27101 - Guard I			15.05
27101 - Guard I 27102 - Guard II			16.83
27131 - Police Officer I			36.70
27132 - Police Officer II			40.78
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.64
28042 - Carnival Equipment Repairer			14.61
28043 - Carnival Worker			10.63
28210 - Gate Attendant/Gate Tender			16.44
28310 - Lifeguard			13.10
28350 - Park Attendant (Aide)			18.27
28510 - Recreation Aide/Health			12.62
Facility Attendant			
28515 - Recreation Specialist			21.43
28630 - Sports Official			14.64
28690 - Swimming Pool Operator			17.47
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			26.71
29020 - Hatch Tender			26.71
29030 - Line Handler			26.71
29041 - Stevedore I			25.20
29042 - Stevedore II			28.20
30000 - Technical Occupations			20.20
30010 - Air Traffic Control	/ ~ ~ ~	2)	44.68
	(see	۷)	44.00
Specialist Center (HFO)	1	21	20 01
30011 - Air Traffic Control	(see	∠)	30.81
Specialist Station (HFO)			22 22
30012 - Air Traffic Control			33.93
Specialist Terminal (HFO) (see 2)			0000
30021 - Archeological Technician I			20.03
30022 - Archeological Technician II			22.41
30023 - Archeological Technician III			27.76
30030 - Cartographic Technician			27.76
30040 - Civil Engineering Technician			32.45
30051 - Cryogenic Technician I			30.74
30052 - Cryogenic Technician II			33.95
30061 - Drafter/CAD Operator I			20.03
30062 - Drafter/CAD Operator II			22.41
30063 - Drafter/CAD Operator III			24.98
30064 - Drafter/CAD Operator IV			30.74
30081 - Engineering Technician I			18.16
30082 - Engineering Technician II			20.39
30083 - Engineering Technician III			22.81
30084 - Engineering Technician IV			28.26
30085 - Engineering Technician V			34.56
30086 - Engineering Technician VI			45.66
30090 - Environmental Technician			26.32
30095 - Evidence Control Specialist			27.76
30210 - Laboratory Technician			24.10

30221 - Latent Fingerprint Technician I	35.71
30222 - Latent Fingerprint	39.44
Technician II	39.44
30240 - Mathematical Technician	30.54
30361 - Paralegal/Legal Assistant I	22.52
30362 - Paralegal/Legal Assistant II	27.90
30362 - Paralegal/Legal Assistant 11	34.13
III	34.13
30364 - Paralegal/Legal Assistant IV	41.29
30375 - Petroleum Supply Specialist	33.95
30390 - Photo-Optics Technician	27.76
30395 - Radiation Control Technician	33.95
30461 - Technical Writer I	27.48
30462 - Technical Writer II	33.60
30462 - Technical Writer III	40.66
	28.39
30491 - Unexploded Ordnance (UXO) Technician I	28.39
	34.35
30492 - Unexploded Ordnance (UXO) Technician II	34.33
	41.18
30493 - Unexploded Ordnance (UXO)	41.18
Technician III	28.39
30494 - Unexploded (UXO) Safety	28.39
Escort	00 00
30495 - Unexploded (UXO) Sweep	28.39
Personnel	20 74
30501 - Weather Forecaster I	30.74
30502 - Weather Forecaster II	37.40
30620 - Weather Observer Combined (see 2)	24.98
Upper Air Or	
Surface Programs	07.76
30621 - Weather Observer Senior (see 2)	27.76
31000 - Transportation/Mobile	
Equipment Operation Occupations	04 05
31010 - Airplane Pilot	34.35
31020 - Bus Aide	19.00
31030 - Bus Driver	25.22
31043 - Driver Courier	21.38
31260 - Parking and Lot Attendant	13.39
31290 - Shuttle Bus Driver	21.22
31310 - Taxi Driver	15.82
31361 - Truckdriver Light	22.89
31362 - Truckdriver Medium	24.38
31363 - Truckdriver Heavy	24.71
31364 - Truckdriver Tractor-Trailer	24.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.75
99030 - Cashier	12.18
99050 - Desk Clerk	12.53
99095 - Embalmer	33.37

99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker I	14.60
99252 - Laboratory Animal Caretaker II	15.63
99260 - Marketing Analyst	31.34
99310 - Mortician	33.37
99410 - Pest Controller	21.24
99510 - Photofinishing Worker	18.74
99710 - Recycling Laborer	27.81
99711 - Recycling Specialist	32.56
99730 - Refuse Collector	25.43
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	15.68
99830 - Survey Party Chief	27.85
99831 - Surveying Aide	19.74
99832 - Surveying Technician	24.53
99840 - Vending Machine Attendant	15.11
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	15.11

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4785

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

Director

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

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

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

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

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

State: Indiana

Area: Indiana County of Brown

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.11
01012 - Accounting Clerk II		18.10
01013 - Accounting Clerk III		20.24
01020 - Administrative Assistant		28.42
01035 - Court Reporter		19.20
01041 - Customer Service		14.44
Representative I		
01042 - Customer Service		15.76
Representative II		

01043 - Customer Service		17.70
Representative III 01051 - Data Entry Operator I		14.10
01051 - Data Entry Operator II		15.39
01060 - Dispatcher Motor Vehicle		18.79
01070 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk		17.39
01090 - Duplicating Machine Operator		17.39
01111 - General Clerk I		14.13
01112 - General Clerk II		15.42
01113 - General Clerk III		17.32
01120 - Housing Referral Assistant		19.61
01141 - Messenger Courier		14.04
01191 - Order Clerk I		17.36
01192 - Order Clerk II		18.94
01261 - Personnel Assistant		16.78
(Employment) I		10.70
01262 - Personnel Assistant		18.76
(Employment) II		10.70
01263 - Personnel Assistant		20.91
(Employment) III		_ 0 • 5 _
01270 - Production Control Clerk		22.13
01290 - Rental Clerk		13.74
01300 - Scheduler Maintenance		15.73
01311 - Secretary I		15.73
01312 - Secretary II		17.59
01313 - Secretary III		19.61
01320 - Service Order Dispatcher		16.80
01410 - Supply Technician		28.42
01420 - Survey Worker		17.46
01460 - Switchboard		15.24
Operator/Receptionist		
01531 - Travel Clerk I		18.84
01532 - Travel Clerk II		20.09
01533 - Travel Clerk III		21.31
01611 - Word Processor I		14.05
01612 - Word Processor II		15.78
01613 - Word Processor III		17.65
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		24.15
Fiberglass		
05010 - Automotive	Electrician	20.28
05040 - Automotive Glass Installer		19.32
05070 - Automotive Worker		19.32
05110 - Mobile Equipment Servicer		17.41
05130 - Motor Equipment Metal		21.16
Mechanic		
05160 - Motor Equipment Metal Worker		19.32
05190 - Motor Vehicle Mechanic		21.16
05220 - Motor Vehicle Mechanic		16.32
Helper		

05250 - Motor Vehicle Upholstery Worker	18.44
05280 - Motor Vehicle Wrecker	19.32
05310 - Painter Automotive	20.28
05340 - Radiator Repair Specialist	19.32
05370 - Tire Repairer	13.35
05400 - Transmission Repair	21.16
Specialist	21.10
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.81
07041 - Cook I	13.99
07042 - Cook II	15.53
07070 - Dishwasher	9.72
07130 - Food Service Worker	11.80
07210 - Meat Cutter	14.66
07260 - Waiter/Waitress	9.75
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.64
09040 - Furniture Handler	14.99
09080 - Furniture Refinisher	19.64
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer Minor	18.81
09130 - Upholsterer	19.64
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.34
11060 - Elevator Operator	13.19
11090 - Gardener	20.48
11122 - Housekeeping Aide	13.19
11150 - Janitor	13.19
11210 - Laborer Grounds Maintenance	15.99
11240 - Maid or Houseman	11.59
11260 - Pruner	14.37
11270 - Tractor Operator	19.21
11330 - Trail Maintenance Worker	15.99
11360 - Window Cleaner	14.68
12000 - Health Occupations	1001
12010 - Ambulance Driver	18.04
12011 - Breath Alcohol Technician	20.84
12012 - Certified Occupational	27.44
Therapist Assistant	28.82
12015 - Certified Physical Therapist Assistant	20.02
12020 - Dental Assistant	20.83
12020 - Dental Assistant 12025 - Dental Hygienist	39.04
12030 - EKG Technician	29.23
12030 - ERG Technician 12035 - Electroneurodiagnostic	
Technologist	29.23

12040 - Emergency Medical Technician	18.04
12071 - Licensed Practical Nurse I	18.64
12072 - Licensed Practical Nurse II	20.84
12073 - Licensed Practical Nurse III	23.23
12100 - Medical Assistant	17.58
12130 - Medical Laboratory	22.35
Technician	
12160 - Medical Record Clerk	18.78
12190 - Medical Record Technician	21.00
12195 - Medical Transcriptionist	19.72
12210 - Nuclear Medicine	37.84
Technologist	
12221 - Nursing Assistant I	11.78
12222 - Nursing Assistant II	13.23
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.22
12235 - Optical Dispenser	15.22
12236 - Optical Technician	19.38
12250 - Pharmacy Technician	17.32
12280 - Phlebotomist	17.18
12305 - Radiologic Technologist	30.68
12311 - Registered Nurse I	21.98
12312 - Registered Nurse II	26.89
12313 - Registered Nurse II	26.89
Specialist	
12314 - Registered Nurse III	32.54
12315 - Registered Nurse III	32.54
Anesthetist	
12316 - Registered Nurse IV	38.99
12317 - Scheduler (Drug and Alcohol	25.82
Testing)	
12320 - Substance Abuse Treatment	20.52
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.77
13012 - Exhibits Specialist II	24.48
13013 - Exhibits Specialist III	29.93
13041 - Illustrator I	16.93
13042 - Illustrator II	20.98
13043 - Illustrator III	25.66
13047 - Librarian	22.40
13050 - Library Aide/Clerk	13.09
13054 - Library Information	20.32
Technology Systems	
Administrator	
13058 - Library Technician	13.18
13061 - Media Specialist I	14.80
13062 - Media Specialist II	16.43
13063 - Media Specialist III	18.32

13071 - Photographer I		18.42
13072 - Photographer II		20.60
13073 - Photographer III		25.23
13074 - Photographer IV		31.22
13075 - Photographer V		37.78
13090 - Technical Order Library		15.86
Clerk		
13110 - Video Teleconference		18.56
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.60
14042 - Computer Operator II		19.69
14043 - Computer Operator III		21.95
14044 - Computer Operator IV		24.40
14045 - Computer Operator V		27.02
14071 - Computer Programmer I	(see 1)	21.89
14072 - Computer Programmer II	(see 1)	27.12
14073 - Computer Programmer III	(see 1)	2, • 12
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.31
14102 - Computer Systems Analyst II	(see 1)	27.51
14102 Computer Systems Analyst III	(see 1)	
14150 - Computer Systems Analyst III 14150 - Peripheral Equipment	(266 1)	17.60
Operator		17.00
14160 - Personal Computer Support		24.40
Technician		24.40
14170 - System Support Specialist		32.15
15000 - Instructional Occupations		32.13
15010 - Aircrew Training Devices		27.31
Instructor (Non-Rated)		27.51
15020 - Aircrew Training Devices		33.03
Instructor (Rated)		33.03
15030 - Air Crew Training Devices		39.59
Instructor (Pilot)		39.39
15050 - Computer Based Training		27.31
Specialist / Instructor		27.31
15060 - Educational Technologist		28.97
15070 - Educational Technologist 15070 - Flight Instructor (Pilot)		39.59
15070 - Flight Institution (Flight) 15080 - Graphic Artist		21.97
<u>-</u>		
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.59
15086 - Maintenance Test Pilot		39.59
		39.39
Rotary Wing		20 50
15088 - Non-Maintenance Test/Co-		39.59
Pilot		22 01
15090 - Technical Instructor		22.81
15095 - Technical Instructor/Course		27.90
Developer		10 41
15110 - Test Proctor		18.41

15120 - Tutor	18.41
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.60
Room)	
19040 - Tool And Die Maker	25.21
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.61
21030 - Material Coordinator	22.13
21040 - Material Expediter	22.13
21050 - Material Handling Laborer	15.13
21071 - Order Filler	14.13
21080 - Production Line Worker (Food	17.61
Processing)	
21110 - Shipping Packer	15.99
21130 - Shipping/Receiving Clerk	15.99
21140 - Store Worker I	15.50
21150 - Stock Clerk	21.40
21210 - Tools And Parts Attendant	17.61
21410 - Warehouse Specialist	17.61
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.37
23019 - Aircraft Logs and Records	23.16
Technician	
23021 - Aircraft Mechanic I	27.38
23022 - Aircraft Mechanic II	28.37
23023 - Aircraft Mechanic III	29.36
23040 - Aircraft Mechanic Helper	20.22
23050 - Aircraft Painter	26.07
23060 - Aircraft Servicer	23.16
23070 - Aircraft Survival Flight	26.07
Equipment Technician	
23080 - Aircraft Worker	24.67

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	24.67
I	
23092 - Aircrew Life Support	27.38
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.60
23120 - Bicycle Repairer	18.00
23125 - Cable Splicer	34.89
23130 - Carpenter Maintenance	23.85
23140 - Carpet Layer	18.53
23160 - Electrician Maintenance	27.70
23181 - Electronics Technician	25.69
Maintenance I	
23182 - Electronics Technician	27.04
Maintenance II	
23183 - Electronics Technician	28.40
Maintenance III	
23260 - Fabric Worker	23.80
23290 - Fire Alarm System Mechanic	22.69
23310 - Fire Extinguisher Repairer	22.47
23311 - Fuel Distribution System	34.65
Mechanic	
23312 - Fuel Distribution System	28.24
Operator	
23370 - General Maintenance Worker	19.09
23380 - Ground Support Equipment	27.38
Mechanic	
23381 - Ground Support Equipment	23.16
Servicer	
23382 - Ground Support Equipment	24.67
Worker	
23391 - Gunsmith I	22.47
23392 - Gunsmith II	24.94
23393 - Gunsmith III	27.57
23410 - Heating Ventilation And Air-	26.49
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.44
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.12
23440 - Heavy Equipment Operator	29.78
23460 - Instrument Mechanic	34.22
23465 - Laboratory/Shelter Mechanic	26.25
23470 - Laborer	15.13
23510 - Locksmith	19.64
23530 - Machinery Maintenance	26.91
Mechanic	
23550 - Machinist Maintenance	21.74

23580 - Maintenance Trades Helper	15.30
23591 - Metrology Technician I	34.22
23592 - Metrology Technician II	35.45
23593 - Metrology Technician III	36.69
23640 - Millwright	28.88
23710 - Office Appliance Repairer	21.26
23760 - Painter Maintenance	23.18
23790 - Pipefitter Maintenance	27.03
23810 - Plumber Maintenance	25.82
23820 - Pneudraulic Systems Mechanic	27.57
23850 - Rigger	30.39
23870 - Scale Mechanic	24.94
23890 - Sheet-Metal Worker	25.00
Maintenance	
23910 - Small Engine Mechanic	20.33
23931 - Telecommunications Mechanic	27.20
I	
23932 - Telecommunications Mechanic	28.18
II	
23950 - Telephone Lineman	22.68
23960 - Welder Combination	21.00
Maintenance	
23965 - Well Driller	25.12
23970 - Woodcraft Worker	27.57
23980 - Woodworker	22.47
24000 - Personal Needs Occupations	
24550 - Case Manager	16.73
24570 - Child Care Attendant	11.21
24580 - Child Care Center Clerk	13.97
24610 - Chore Aide	11.89
24620 - Family Readiness And Support	16.73
Services	
Coordinator	
24630 - Homemaker	16.73
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.12
25040 - Sewage Plant Operator	22.56
25070 - Stationary Engineer	25.12
25190 - Ventilation Equipment Tender	18.98
25210 - Water Treatment Plant	22.56
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.74
27007 - Baggage Inspector	13.45
27008 - Corrections Officer	16.27
27010 - Court Security Officer	22.16
27030 - Detection Dog Handler	15.04
27040 - Detention Officer	16.27
27070 - Firefighter	27.84

27101 - Guard I		13.45
27102 - Guard II		15.04
27131 - Police Officer I		29.31
27132 - Police Officer II		32.58
28000 - Recreation Occupations		32.30
28041 - Carnival Equipment Operator		13.59
28042 - Carnival Equipment Repairer		14.50
28043 - Carnival Worker		10.17
28210 - Gate Attendant/Gate Tender		14.21
28310 - Lifeguard		11.51
28350 - Park Attendant (Aide)		15.90
28510 - Recreation Aide/Health		11.99
Facility Attendant		11.99
28515 - Recreation Specialist		19.69
28630 - Sports Official		12.66
28690 - Swimming Pool Operator		18.83
		10.03
29000 - Stevedoring/Longshoremen		
Occupational Services 29010 - Blocker And Bracer		30.36
29010 - Blocker And Bracer 29020 - Hatch Tender		30.36
29030 - Line Handler		30.36
29041 - Stevedore I		28.97
29042 - Stevedore II		31.95
30000 - Technical Occupations	(0)	4.0
30010 - Air Traffic Control	(see 2)	40.62
Specialist Center (HFO)	(0)	00 01
30011 - Air Traffic Control	(see 2)	28.01
Specialist Station (HFO)		
_ =		20.05
30012 - Air Traffic Control		30.85
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I		19.44
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II		19.44 21.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III		19.44 21.74 26.94
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician		19.44 21.74 26.94 26.94
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician		19.44 21.74 26.94 26.94 28.79
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I		19.44 21.74 26.94 26.94 28.79 30.66
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II		19.44 21.74 26.94 26.94 28.79 30.66 33.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I		19.44 21.74 26.94 26.94 28.79 30.66 33.86 19.44
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		19.44 21.74 26.94 26.94 28.79 30.66 33.86 19.44 21.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator III		19.44 21.74 26.94 26.94 28.79 30.66 33.86 19.44 21.74 24.22
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator IV		19.44 21.74 26.94 26.94 28.79 30.66 33.86 19.44 21.74 24.22 29.83
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		19.44 21.74 26.94 26.94 28.79 30.66 33.86 19.44 21.74 24.22 29.83 15.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II		19.44 21.74 26.94 26.94 28.79 30.66 33.86 19.44 21.74 24.22 29.83 15.59 17.51
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II		19.44 21.74 26.94 26.94 28.79 30.66 33.86 19.44 21.74 24.22 29.83 15.59 17.51 19.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30083 - Engineering Technician III		19.44 21.74 26.94 26.94 28.79 30.66 33.86 19.44 21.74 24.22 29.83 15.59 17.51 19.59 24.27
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician IIII 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician IV		19.44 21.74 26.94 26.94 28.79 30.66 33.86 19.44 21.74 24.22 29.83 15.59 17.51 19.59 24.27 29.68
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician VI		19.44 21.74 26.94 26.94 28.79 30.66 33.86 19.44 21.74 24.22 29.83 15.59 17.51 19.59 24.27
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30062 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI		19.44 21.74 26.94 26.94 28.79 30.66 33.86 19.44 21.74 24.22 29.83 15.59 17.51 19.59 24.27 29.68 35.92 23.38
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician IV		19.44 21.74 26.94 26.94 28.79 30.66 33.86 19.44 21.74 24.22 29.83 15.59 17.51 19.59 24.27 29.68 35.92

30221 - Latent Fingerprint Technician I	30.02
30222 - Latent Fingerprint	33.16
Technician II	33.10
30240 - Mathematical Technician	26.94
30361 - Paralegal/Legal Assistant I	19.43
30362 - Paralegal/Legal Assistant II	24.08
30363 - Paralegal/Legal Assistant	29.45
III	23.10
30364 - Paralegal/Legal Assistant IV	35.63
30375 - Petroleum Supply Specialist	33.86
30390 - Photo-Optics Technician	26.94
30395 - Radiation Control Technician	33.86
30461 - Technical Writer I	22.65
30462 - Technical Writer II	27.71
30463 - Technical Writer III	33.53
30491 - Unexploded Ordnance (UXO)	25.82
Technician I	23.02
30492 - Unexploded Ordnance (UXO)	31.24
Technician II	J1.24
30493 - Unexploded Ordnance (UXO)	37.44
Technician III	37.44
	25.82
30494 - Unexploded (UXO) Safety Escort	23.62
	25 02
30495 - Unexploded (UXO) Sweep	25.82
Personnel	20 66
30501 - Weather Forecaster I	30.66
30502 - Weather Forecaster II	37.29
30620 - Weather Observer Combined (see 2)	24.22
Upper Air Or	
Surface Programs	0.6.04
30621 - Weather Observer Senior (see 2)	26.94
31000 - Transportation/Mobile	
Equipment Operation Occupations	01 01
31010 - Airplane Pilot	31.24
31020 - Bus Aide	16.44
31030 - Bus Driver	22.31
31043 - Driver Courier	16.94
31260 - Parking and Lot Attendant	10.71
31290 - Shuttle Bus Driver	16.43
31310 - Taxi Driver	14.25
31361 - Truckdriver Light	18.07
31362 - Truckdriver Medium	19.14
31363 - Truckdriver Heavy	22.86
31364 - Truckdriver Tractor-Trailer	22.86
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.23
99030 - Cashier	11.07
99050 - Desk Clerk	11.28
99095 - Embalmer	28.83

99130 - Flight Follower	25.82
99251 - Laboratory Animal Caretaker I	15.86
99252 - Laboratory Animal Caretaker II	16.92
99260 - Marketing Analyst	27.43
99310 - Mortician	28.83
99410 - Pest Controller	18.58
99510 - Photofinishing Worker	13.14
99710 - Recycling Laborer	20.52
99711 - Recycling Specialist	24.65
99730 - Refuse Collector	18.44
99810 - Sales Clerk	12.26
99820 - School Crossing Guard	16.74
99830 - Survey Party Chief	25.45
99831 - Surveying Aide	15.36
99832 - Surveying Technician	20.90
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	21.57
99842 - Vending Machine Repairer	17.70
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:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

Daniel W. Simms Director

| Wage Determination No.: 2015-4787 Division of | Revision No.: 18

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

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

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

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

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

State: Indiana

Area: Indiana Counties of Boone Hamilton Hancock Hendricks Johnson Madison Marion Morgan Putnam Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.11
01012 - Accounting Clerk II		18.10
01013 - Accounting Clerk III		20.24
01020 - Administrative Assistant		28.42
01035 - Court Reporter		19.20
01041 - Customer Service		14.44
Representative I		
01042 - Customer Service		15.76
Representative II		

01043 - Customer Service		17.70
Representative III 01051 - Data Entry Operator I		14.10
01051 - Data Entry Operator II		15.39
01060 - Dispatcher Motor Vehicle		18.79
01070 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk		17.39
01090 - Duplicating Machine Operator		17.39
01111 - General Clerk I		14.13
01112 - General Clerk II		15.42
01113 - General Clerk III		17.32
01120 - Housing Referral Assistant		20.59
01141 - Messenger Courier		14.04
01191 - Order Clerk I		17.36
01192 - Order Clerk II		18.94
01261 - Personnel Assistant		16.78
(Employment) I		10.70
01262 - Personnel Assistant		18.76
(Employment) II		10.70
01263 - Personnel Assistant		20.91
(Employment) III		20.71
01270 - Production Control Clerk		22.13
01290 - Rental Clerk		15.07
01300 - Scheduler Maintenance		16.51
01311 - Secretary I		16.51
01312 - Secretary II		18.47
01312 - Secretary III		20.59
01320 - Service Order Dispatcher		17.76
01410 - Supply Technician		28.42
01420 - Survey Worker		17.46
01420 - Survey Worker 01460 - Switchboard		15.24
Operator/Receptionist		13.24
01531 - Travel Clerk I		18.84
01531 - Havel Clerk I		20.09
01532 - Travel Clerk III		21.31
01611 - Word Processor I		14.05
01612 - Word Processor II		15.78
01613 - Word Processor III		17.65
05000 - Automotive Service Occupations		17.05
05000 - Automobile Body Repairer		23.84
Fiberglass		23.04
05010 - Automotive	Electrician	20.28
05010 - Automotive Glass Installer	Electician	19.42
05070 - Automotive Grass Installer		19.39
05110 - Mobile Equipment Servicer		17.72
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		21.16
Mechanic		21.10
05160 - Motor Equipment Metal Worker		19.39
05100 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		21.16
05220 - Motor Vehicle Mechanic		17.09
Helper		11.03
nerber		

05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter Automotive	21.87
05340 - Radiator Repair Specialist	19.39
05370 - Tire Repairer	14.84
05400 - Transmission Repair	21.16
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.11
07041 - Cook I	13.99
07042 - Cook II	15.53
07070 - Dishwasher	9.72
07130 - Food Service Worker	11.80
07210 - Meat Cutter	14.48
07260 - Waiter/Waitress	9.75
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.52
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	20.52
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer Minor	19.02
09130 - Upholsterer	20.69
11000 - General Services And Support	
Occupations 11030 - Cleaner Vehicles	10 24
11050 - Cleaner Venicies 11060 - Elevator Operator	12.34
11000 - Elevator Operator 11090 - Gardener	20.48
11122 - Housekeeping Aide	13.19
11150 - Janitor	13.19
11210 - Laborer Grounds Maintenance	15.99
11240 - Maid or Houseman	11.59
11260 - Pruner	14.37
11270 - Tractor Operator	19.21
11330 - Trail Maintenance Worker	15.99
11360 - Window Cleaner	14.68
12000 - Health Occupations	
12010 - Ambulance Driver	18.04
12011 - Breath Alcohol Technician	20.84
12012 - Certified Occupational	29.03
Therapist Assistant	
12015 - Certified Physical Therapist	28.82
Assistant	
12020 - Dental Assistant	20.83
12025 - Dental Hygienist	39.04
12030 - EKG Technician	29.23
12035 - Electroneurodiagnostic	29.23
Technologist	

12040 - Emergency Medical Technician	18.04
12071 - Licensed Practical Nurse I	18.64
12072 - Licensed Practical Nurse II	20.84
12073 - Licensed Practical Nurse III	23.23
12100 - Medical Assistant	17.58
12130 - Medical Laboratory	22.35
Technician	
12160 - Medical Record Clerk	18.78
12190 - Medical Record Technician	21.00
12195 - Medical Transcriptionist	19.72
12210 - Nuclear Medicine	37.84
Technologist	
12221 - Nursing Assistant I	11.78
12222 - Nursing Assistant II	13.23
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.22
12235 - Optical Dispenser	15.22
12236 - Optical Technician	22.15
12250 - Pharmacy Technician	17.32
12280 - Phlebotomist	17.18
12305 - Radiologic Technologist	30.68
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	29.35
12313 - Registered Nurse II	29.35
Specialist	
12314 - Registered Nurse III	35.51
12315 - Registered Nurse III	35.51
Anesthetist	
12316 - Registered Nurse IV	42.56
12317 - Scheduler (Drug and Alcohol	25.82
Testing)	
12320 - Substance Abuse Treatment	20.52
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.84
13012 - Exhibits Specialist II	24.59
13013 - Exhibits Specialist III	30.06
13041 - Illustrator I	19.93
13042 - Illustrator II	24.69
13043 - Illustrator III	30.20
13047 - Librarian	24.08
13050 - Library Aide/Clerk	13.82
13054 - Library Information	25.49
Technology Systems	
Administrator	
13058 - Library Technician	16.41
13061 - Media Specialist I	15.68
13062 - Media Specialist II	17.53
13063 - Media Specialist III	19.55

13071 - Photographer I	17.57
13072 - Photographer II	19.66
13073 - Photographer III	24.34
13074 - Photographer IV	29.78
13075 - Photographer V	36.03
13090 - Technical Order Library	15.86
Clerk	
13110 - Video Teleconference	18.56
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.91
14042 - Computer Operator II	21.15
14043 - Computer Operator III	23.58
14044 - Computer Operator IV	26.21
14045 - Computer Operator V	30.26
	see 1) 21.92
	see 1) 27.18
=	·
-	see 1)
-	see 1)
• • •	see 1)
	see 1)
	see 1)
14150 - Peripheral Equipment	18.91
Operator	0.6.05
14160 - Personal Computer Support	26.97
Technician	
14170 - System Support Specialist	32.15
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.63
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.84
Instructor (Rated)	
15030 - Air Crew Training Devices	42.96
Instructor (Pilot)	
15050 - Computer Based Training	29.63
Specialist / Instructor	
15060 - Educational Technologist	30.94
15070 - Flight Instructor (Pilot)	42.96
15080 - Graphic Artist	21.97
15085 - Maintenance Test Pilot Fixed	39.59
Jet/Prop	
15086 - Maintenance Test Pilot	39.59
Rotary Wing	
15088 - Non-Maintenance Test/Co-	39.59
Pilot	
15090 - Technical Instructor	23.11
15095 - Technical Instructor/Course	28.27
Developer	
15110 - Test Proctor	18.66

15120 - Tutor	18.66
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.46
Room)	
19040 - Tool And Die Maker	30.19
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.63
21030 - Material Coordinator	22.13
21040 - Material Expediter	22.13
21050 - Material Handling Laborer	15.55
21071 - Order Filler	14.34
21080 - Production Line Worker (Food	17.63
Processing)	
21110 - Shipping Packer	16.00
21130 - Shipping/Receiving Clerk	16.00
21140 - Store Worker I	15.50
21150 - Stock Clerk	21.40
21210 - Tools And Parts Attendant	17.63
21410 - Warehouse Specialist	17.63
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	31.16
23019 - Aircraft Logs and Records	26.52
Technician	
23021 - Aircraft Mechanic I	30.08
23022 - Aircraft Mechanic II	31.16
23023 - Aircraft Mechanic III	32.26
23040 - Aircraft Mechanic Helper	24.43
23050 - Aircraft Painter	29.05
23060 - Aircraft Servicer	26.52
23070 - Aircraft Survival Flight	29.05
Equipment Technician	_ :
23080 - Aircraft Worker	27.71
	_ , • , _

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	27.71
I	
23092 - Aircrew Life Support	30.08
Equipment (ALSE) Mechanic	
II	01 60
23110 - Appliance Mechanic	21.60
23120 - Bicycle Repairer	18.00
23125 - Cable Splicer	34.89
23130 - Carpenter Maintenance	23.85
23140 - Carpet Layer	18.41
23160 - Electrician Maintenance	28.10
23181 - Electronics Technician	27.54
Maintenance I	
23182 - Electronics Technician	28.98
Maintenance II	
23183 - Electronics Technician	30.45
Maintenance III	
23260 - Fabric Worker	23.80
23290 - Fire Alarm System Mechanic	22.69
23310 - Fire Extinguisher Repairer	22.47
23311 - Fuel Distribution System	34.65
Mechanic	
23312 - Fuel Distribution System	28.47
Operator	
23370 - General Maintenance Worker	19.09
23380 - Ground Support Equipment	30.08
Mechanic	
23381 - Ground Support Equipment	26.52
Servicer	
23382 - Ground Support Equipment	27.71
Worker	
23391 - Gunsmith I	22.47
23392 - Gunsmith II	24.94
23393 - Gunsmith III	27.57
23410 - Heating Ventilation And Air-	26.49
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.44
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.12
23440 - Heavy Equipment Operator	29.78
23460 - Instrument Mechanic	34.22
23465 - Laboratory/Shelter Mechanic	26.25
23470 - Laborer	15.13
23510 - Locksmith	21.45
23530 - Machinery Maintenance	28.94
Mechanic	
23550 - Machinist Maintenance	21.74

23580 - Maintenance Trades Helper	17.34
23591 - Metrology Technician I	34.22
23592 - Metrology Technician II	35.45
23593 - Metrology Technician III	36.69
23640 - Millwright	31.43
23710 - Office Appliance Repairer	21.45
23760 - Painter Maintenance	23.40
23790 - Pipefitter Maintenance	27.03
23810 - Plumber Maintenance	25.82
23820 - Pneudraulic Systems Mechanic	27.57
23850 - Rigger	30.53
23870 - Scale Mechanic	24.94
23890 - Sheet-Metal Worker	25.00
Maintenance	
23910 - Small Engine Mechanic	20.33
23931 - Telecommunications Mechanic	27.20
I	
23932 - Telecommunications Mechanic	28.18
II	
23950 - Telephone Lineman	22.68
23960 - Welder Combination	21.37
Maintenance	
23965 - Well Driller	25.82
23970 - Woodcraft Worker	27.57
23980 - Woodworker	22.47
24000 - Personal Needs Occupations	
24550 - Case Manager	16.73
24570 - Child Care Attendant	11.21
24580 - Child Care Center Clerk	13.97
24610 - Chore Aide	11.87
24620 - Family Readiness And Support	16.73
Services	
Coordinator	
24630 - Homemaker	16.73
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.72
25040 - Sewage Plant Operator	22.56
25070 - Stationary Engineer	26.72
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant	22.56
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.74
27007 - Baggage Inspector	13.45
27008 - Corrections Officer	18.80
27010 - Court Security Officer	22.16
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	18.80
27070 - Firefighter	28.15

27101 - Guard I			13.45
27102 - Guard II			17.22
27131 - Police Officer I			29.31
27132 - Police Officer II			32.58
28000 - Recreation Occupations			02.00
28041 - Carnival Equipment Operator			13.59
28042 - Carnival Equipment Repairer			14.50
28043 - Carnival Worker			10.17
28210 - Gate Attendant/Gate Tender			15.46
28310 - Lifequard			12.16
28350 - Park Attendant (Aide)			17.28
28510 - Recreation Aide/Health			12.35
Facility Attendant			12.00
28515 - Recreation Specialist			19.26
28630 - Sports Official			13.76
28690 - Swimming Pool Operator			18.29
29000 - Stevedoring/Longshoremen			10.23
Occupational Services			
29010 - Blocker And Bracer			31.32
29020 - Hatch Tender			31.32
29030 - Line Handler			31.32
29041 - Stevedore I			28.97
29042 - Stevedore II			32.87
30000 - Technical Occupations			32.07
30010 - Air Traffic Control	(see	2)	40.62
Specialist Center (HFO)	(500	۷)	40.02
30011 - Air Traffic Control	(see	2)	28.01
Specialist Station (HFO)	(366	۷)	20.01
30012 - Air Traffic Control			30.85
Specialist Terminal (HFO) (see 2)			30.03
30021 - Archeological Technician I			20.44
30022 - Archeological Technician II			23.07
30023 - Archeological Technician III			28.33
30030 - Cartographic Technician			28.33
30040 - Civil Engineering Technician			28.79
30051 - Cryogenic Technician I			30.66
30052 - Cryogenic Technician II			33.86
30061 - Drafter/CAD Operator I			20.44
30062 - Drafter/CAD Operator II			23.07
30062 - Diarter/CAD Operator III			25.49
30064 - Drafter/CAD Operator IV			31.37
30081 - Engineering Technician I			16.48
30082 - Engineering Technician II			18.50
30082 - Engineering Technician III			21.32
30084 - Engineering Technician IV			27.03
30084 - Engineering Technician IV 30085 - Engineering Technician V			31.36
30086 - Engineering Technician VI			37.94
30090 - Environmental Technician			23.53
30095 - Evidence Control Specialist			27.69
30210 - Laboratory Technician			22.14

30221 - Latent Fingerprint Technician I	30.02
30222 - Latent Fingerprint	33.16
Technician II	33.10
30240 - Mathematical Technician	28.36
30361 - Paralegal/Legal Assistant I	19.43
30362 - Paralegal/Legal Assistant II	24.08
30363 - Paralegal/Legal Assistant	29.45
III	23.10
30364 - Paralegal/Legal Assistant IV	35.63
30375 - Petroleum Supply Specialist	33.86
30390 - Photo-Optics Technician	28.33
30395 - Radiation Control Technician	33.86
30461 - Technical Writer I	22.65
30462 - Technical Writer II	27.71
30463 - Technical Writer III	33.53
30491 - Unexploded Ordnance (UXO)	25.82
Technician I	20.02
30492 - Unexploded Ordnance (UXO)	31.24
Technician II	01.21
30493 - Unexploded Ordnance (UXO)	37.44
Technician III	<i>5</i> / • 1 1
30494 - Unexploded (UXO) Safety	25.82
Escort	20.02
30495 - Unexploded (UXO) Sweep	25.82
Personnel	20.02
30501 - Weather Forecaster I	31.37
30502 - Weather Forecaster II	38.16
30620 - Weather Observer Combined (see 2)	25.49
Upper Air Or	20.19
Surface Programs	
30621 - Weather Observer Senior (see 2)	28.33
31000 - Transportation/Mobile	20.00
Equipment Operation Occupations	
31010 - Airplane Pilot	31.24
31020 - Bus Aide	16.44
31030 - Bus Driver	22.31
31043 - Driver Courier	17.68
31260 - Parking and Lot Attendant	10.71
31290 - Shuttle Bus Driver	17.52
31310 - Taxi Driver	14.19
31361 - Truckdriver Light	19.25
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	22.86
31364 - Truckdriver Tractor-Trailer	22.86
99000 - Miscellaneous Occupations	22.00
99020 - Cabin Safety Specialist	15.23
99030 - Cashier	11.07
99050 - Cashlel 99050 - Desk Clerk	11.28
99095 - Embalmer	28.83

99130 - Flight Follower	25.82
99251 - Laboratory Animal Caretaker	15.86
99252 - Laboratory Animal Caretaker	16.92
99260 - Marketing Analyst	27.43
99310 - Mortician	28.83
99410 - Pest Controller	18.26
99510 - Photofinishing Worker	13.57
99710 - Recycling Laborer	20.52
99711 - Recycling Specialist	24.65
99730 - Refuse Collector	18.44
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	15.46
99830 - Survey Party Chief	26.49
99831 - Surveying Aide	16.30
99832 - Surveying Technician	21.25
99840 - Vending Machine Attendant	15.64
99841 - Vending Machine Repairer	18.51
99842 - Vending Machine Repairer Helper	15.64

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

Daniel W. Simms Division of | Revision No.: 16 Director

| Wage Determination No.: 2015-4789

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

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

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

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

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

State: Indiana

Area: Indiana County of Howard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.70
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.46
01020 - Administrative Assistant		23.67
01035 - Court Reporter		17.51
01041 - Customer Service		13.51
Representative I		
01042 - Customer Service		14.74
Representative II		

01043 - Customer Service Representative III		16.56
01051 - Data Entry Operator I		12.78
01051 - Data Entry Operator II		13.94
01060 - Dispatcher Motor Vehicle		18.05
01070 - Document Preparation Clerk		13.94
01090 - Duplicating Machine Operator		13.94
01111 - General Clerk I		13.43
01112 - General Clerk II		14.66
01113 - General Clerk III		16.47
01120 - Housing Referral Assistant		19.52
01141 - Messenger Courier		11.37
01191 - Order Clerk I		12.93
01192 - Order Clerk II		15.75
01261 - Personnel Assistant		15.66
(Employment) I		10.00
01262 - Personnel Assistant		17.51
(Employment) II		17.01
01263 - Personnel Assistant		19.52
(Employment) III		13.01
01270 - Production Control Clerk		29.22
01290 - Rental Clerk		13.45
01300 - Scheduler Maintenance		15.66
01311 - Secretary I		15.66
01312 - Secretary II		17.51
01313 - Secretary III		19.52
01320 - Service Order Dispatcher		17.84
01410 - Supply Technician		23.67
01420 - Survey Worker		16.95
01460 - Switchboard		12.38
Operator/Receptionist		
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		13.94
01612 - Word Processor II		15.66
01613 - Word Processor III		17.51
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.40
Fiberglass		
05010 - Automotive	Electrician	17.20
05040 - Automotive Glass Installer		16.28
05070 - Automotive Worker		16.28
05110 - Mobile Equipment Servicer		14.88
05130 - Motor Equipment Metal		18.09
Mechanic		
05160 - Motor Equipment Metal Worker		16.28
05190 - Motor Vehicle Mechanic		18.09
05220 - Motor Vehicle Mechanic		14.39
Helper		

05250 - Motor Vehicle Upholstery Worker	15.53
05280 - Motor Vehicle Wrecker	16.28
05310 - Painter Automotive	17.20
05310 - Painter Automotive 05340 - Radiator Repair Specialist	16.28
05370 - Radiator Repair Specialist 05370 - Tire Repairer	12.85
05370 - Tile Repaire 05400 - Transmission Repair	18.09
Specialist	10.09
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.31
07041 - Cook I	13.84
07042 - Cook II	14.83
07070 - Dishwasher	11.07
07130 - Food Service Worker	11.39
07210 - Meat Cutter	16.31
07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And	11.30
Repair Occupations	
09010 - Electrostatic Spray Painter	26.15
09040 - Furniture Handler	17.37
09080 - Furniture Refinisher	26.15
09090 - Furniture Refinisher Helper	20.87
09110 - Furniture Repairer Minor	23.61
09130 - Upholsterer	26.15
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.18
11060 - Elevator Operator	15.19
11090 - Gardener	17.26
11122 - Housekeeping Aide	15.19
11150 - Janitor	15.19
11210 - Laborer Grounds Maintenance	13.47
11240 - Maid or Houseman	10.86
11260 - Pruner	12.12
11270 - Tractor Operator	16.19
11330 - Trail Maintenance Worker	13.47
11360 - Window Cleaner	15.46
12000 - Health Occupations	
12010 - Ambulance Driver	17.30
12011 - Breath Alcohol Technician	22.50
12012 - Certified Occupational	30.87
Therapist Assistant	
12015 - Certified Physical Therapist	28.49
Assistant	
12020 - Dental Assistant	21.57
12025 - Dental Hygienist	35.92
12030 - EKG Technician	34.10
12035 - Electroneurodiagnostic	34.10
Technologist	

12040 - Emergency Medical Technician	17.30
12071 - Licensed Practical Nurse I	20.12
12072 - Licensed Practical Nurse II	22.50
12073 - Licensed Practical Nurse III	25.08
12100 - Medical Assistant	15.32
12130 - Medical Laboratory	22.54
Technician	
12160 - Medical Record Clerk	18.17
12190 - Medical Record Technician	20.34
12195 - Medical Transcriptionist	20.12
12210 - Nuclear Medicine	49.45
Technologist	
12221 - Nursing Assistant I	11.58
12222 - Nursing Assistant II	13.02
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	17.34
12236 - Optical Technician	20.12
12250 - Pharmacy Technician	15.67
12280 - Phlebotomist	20.12
12305 - Radiologic Technologist	32.15
12311 - Registered Nurse I	24.34
12312 - Registered Nurse II	29.78
12313 - Registered Nurse II	29.78
Specialist	
12314 - Registered Nurse III	36.03
12315 - Registered Nurse III	36.03
Anesthetist	
12316 - Registered Nurse IV	43.18
12317 - Scheduler (Drug and Alcohol	27.87
Testing)	
12320 - Substance Abuse Treatment	27.88
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.93
13012 - Exhibits Specialist II	23.45
13013 - Exhibits Specialist III	28.68
13041 - Illustrator I	18.93
13042 - Illustrator II	23.45
13043 - Illustrator III	28.68
13047 - Librarian	25.97
13050 - Library Aide/Clerk	13.34
13054 - Library Information	23.45
Technology Systems	
Administrator	
13058 - Library Technician	18.86
13061 - Media Specialist I	16.92
13062 - Media Specialist II	18.93
13063 - Media Specialist III	21.09

40084 51 1 5		16.00
13071 - Photographer I		16.92
13072 - Photographer II		18.93
13073 - Photographer III		23.45
13074 - Photographer IV		28.68
13075 - Photographer V		34.70
13090 - Technical Order Library		15.74
Clerk		
13110 - Video Teleconference		16.92
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		14.53
14042 - Computer Operator II		16.95
14043 - Computer Operator III		18.49
14044 - Computer Operator IV		20.09
14045 - Computer Operator V		22.25
14071 - Computer Programmer I	(see 1)	16.05
14072 - Computer Programmer II	(see 1)	19.91
14073 - Computer Programmer III	(see 1)	23.86
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	20.00
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	14.53
Operator		11.00
14160 - Personal Computer Support		20.09
Technician		20.03
14170 - System Support Specialist		35.64
15000 - Instructional Occupations		33.04
15010 - Aircrew Training Devices		22.39
Instructor (Non-Rated)		22.59
15020 - Aircrew Training Devices		27.08
		27.00
Instructor (Rated)		32.47
15030 - Air Crew Training Devices Instructor (Pilot)		32.47
		22 20
15050 - Computer Based Training		22.39
Specialist / Instructor		20 25
15060 - Educational Technologist		20.35
15070 - Flight Instructor (Pilot)		32.47
15080 - Graphic Artist		23.74
15085 - Maintenance Test Pilot Fixed		32.47
Jet/Prop		20 47
15086 - Maintenance Test Pilot		32.47
Rotary Wing		20 45
15088 - Non-Maintenance Test/Co-		32.47
Pilot		10
15090 - Technical Instructor		19.40
15095 - Technical Instructor/Course		23.74
Developer		
15110 - Test Proctor		15.66

15120 - Tutor	15.66
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	30.56
Room)	
19040 - Tool And Die Maker	32.87
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	23.12
21030 - Material Coordinator	29.22
21040 - Material Expediter	29.22
21050 - Material Handling Laborer	17.19
21071 - Order Filler	12.40
21080 - Production Line Worker (Food	23.12
Processing)	
21110 - Shipping Packer	16.83
21130 - Shipping/Receiving Clerk	16.83
21140 - Store Worker I	15.40
21150 - Stock Clerk	21.24
21210 - Tools And Parts Attendant	23.12
21410 - Warehouse Specialist	23.12
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.49
23019 - Aircraft Logs and Records	23.61
Technician	
23021 - Aircraft Mechanic I	27.50
23022 - Aircraft Mechanic II	28.49
23023 - Aircraft Mechanic III	29.49
23040 - Aircraft Mechanic Helper	20.87
23050 - Aircraft Painter	26.15
23060 - Aircraft Servicer	23.61
23070 - Aircraft Survival Flight	26.15
Equipment Technician	3
23080 - Aircraft Worker	24.75

Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter Maintenance 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23390 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23370 - General Maintenance Worker 23370 - General Maintenance Worker 23381 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment 23.61 Servicer 23393 - Gunsmith I 23400 - Heating Ventilation And Air Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic 23410 - Heating Ventilation And Air Contidioning Mechanic 23410 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Instrument Mechanic 23440 - Instrument Mechanic 23440 - Instrument Mechanic 23440 - Instrument Mechanic	23091 - Aircrew Life Support Equipment (ALSE) Mechanic	24.75
Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 231310 - Carbel Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 33.67 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System 22.26 Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment 23380 - Ground Support Equipment 23381 - Ground Support Equipment 23382 - Ground Support Equipment 23381 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 23393 - Gunsmith III 234.75 Worker 23391 - Heating Ventilation And Air Conditioning Mechanic 23410 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23440 - Heavy Equipment Mechanic 23540 - Instrument Mechanic 27.50 23460 - Instrument Mechanic 27.50 23460 - Instrument Mechanic 27.50	I	
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23110 - Appliance Mechanic 26.15 23120 - Bicycle Repairer 22.21 23125 - Cable Splicer 27.50 23130 - Carpenter Maintenance 19.85 23140 - Carpet Layer 24.75 23160 - Electrician Maintenance 33.67 23181 - Electronics Technician 24.75 Maintenance I 23182 - Electronics Technician 26.15 Maintenance III 23183 - Electronics Technician 27.50 Maintenance III 23260 - Fabric Worker 23.61 23290 - Fire Alarm System Mechanic 27.50 23310 - Fire Extinguisher Repairer 22.26 23311 - Fuel Distribution System 27.50 Mechanic 23370 - General Maintenance Worker 23.370 23370 - General Maintenance Worker 20.41 23380 - Ground Support Equipment 27.50 Mechanic 23381 - Ground Support Equipment 23.61 Servicer 23382 - Ground Support Equipment 24.75 Worker 23393 - Gunsmith II 22.26 23392 - Gunsmith II 24.75 Worker 23393 - Gunsmith III 24.75 23410 - Heating Ventilation And Air 26.44 Conditioning Mechanic 23411 - Heating Ventilation And Air 27.50 Contidioning Mechanic 23440 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 22.84 2340 - Instrument Mechanic 27.50		
23120 - Bicycle Repairer 22.21		
23125 - Cable Splicer 27.50		
23130 - Carpenter Maintenance 19.85		
23140 - Carpet Layer 24.75	-	
23160 - Electrician Maintenance 33.67 23181 - Electronics Technician 24.75	_	
23181 - Electronics Technician 24.75 Maintenance I 23182 - Electronics Technician 26.15 Maintenance III 27.50 Maintenance III 23.61 23290 - Fabric Worker 23.61 23310 - Fire Extinguisher Repairer 22.26 23311 - Fuel Distribution System 27.50 Mechanic 23312 - Fuel Distribution System 22.26 Operator 23370 - General Maintenance Worker 20.41 23380 - Ground Support Equipment 27.50 Mechanic 23.61 23381 - Ground Support Equipment 23.61 Servicer 23382 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith II 24.75 23392 - Gunsmith III 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air 26.44 Conditioning Mechanic 23411 - Heating Ventilation And Air 27.35 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Mechanic 27.50 23400 - Instrument Mechanic 27.50 <th></th> <th></th>		
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23182 - Electronics Technician 26.15	23181 - Electronics Technician	24.75
Maintenance III 27.50 Maintenance III 23260 - Fabric Worker 23.61 23290 - Fire Alarm System Mechanic 27.50 23310 - Fire Extinguisher Repairer 22.26 23311 - Fuel Distribution System 27.50 Mechanic 23370 - General Maintenance Worker 20.41 23380 - Ground Support Equipment 27.50 Mechanic 23381 - Ground Support Equipment 23.61 Servicer 23382 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 24.75 23392 - Gunsmith II 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air 26.44 Conditioning Mechanic 23411 - Heating Ventilation And Air 27.35 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	Maintenance I	
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Maintenance III 23260 - Fabric Worker 23.61 23290 - Fire Alarm System Mechanic 27.50 23310 - Fire Extinguisher Repairer 22.26 23311 - Fuel Distribution System 27.50 Mechanic 23312 - Fuel Distribution System 22.26 Operator 23370 - General Maintenance Worker 20.41 23380 - Ground Support Equipment 27.50 Mechanic 23.61 Servicer 23381 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 22.26 23392 - Gunsmith II 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air 26.44 Conditioning Mechanic 23411 - Heating Ventilation And Air 27.35 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	Maintenance II	
23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 22.26 23311 - Fuel Distribution System 27.50 Mechanic 23312 - Fuel Distribution System 22.26 Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment 27.50 Mechanic 23381 - Ground Support Equipment 23.61 Servicer 23382 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 22.26 23392 - Gunsmith II 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic	23183 - Electronics Technician	27.50
23290 - Fire Alarm System Mechanic 27.50	Maintenance III	
23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System 22.26 Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment 23.61 Servicer 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 22.26 23392 - Gunsmith II 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	23260 - Fabric Worker	23.61
23311 - Fuel Distribution System 27.50 Mechanic 23312 - Fuel Distribution System 22.26 Operator 23370 - General Maintenance Worker 20.41 23380 - Ground Support Equipment 27.50 Mechanic 23.61 Servicer 23382 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 22.26 23392 - Gunsmith II 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air 26.44 Conditioning Mechanic 23411 - Heating Ventilation And Air 27.35 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	23290 - Fire Alarm System Mechanic	27.50
Mechanic 23312 - Fuel Distribution System 22.26 Operator 23370 - General Maintenance Worker 20.41 23380 - Ground Support Equipment 27.50 Mechanic 23.61 Servicer 23.62 23382 - Ground Support Equipment 24.75 Worker 23991 - Gunsmith I 22.26 23392 - Gunsmith II 27.50 23410 - Heating Ventilation And Air 26.44 Conditioning Mechanic 23411 - Heating Ventilation And Air 27.35 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	23310 - Fire Extinguisher Repairer	22.26
23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 22.26 23392 - Gunsmith II 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	23311 - Fuel Distribution System	27.50
Operator 23370 - General Maintenance Worker 20.41 23380 - Ground Support Equipment 27.50 Mechanic 23381 - Ground Support Equipment 23.61 Servicer 23382 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 22.26 23392 - Gunsmith II 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air- 26.44 Conditioning Mechanic 23411 - Heating Ventilation And Air 27.35 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	Mechanic	
23370 - General Maintenance Worker 23380 - Ground Support Equipment 27.50 Mechanic 23381 - Ground Support Equipment 23.61 Servicer 23382 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 22.26 23392 - Gunsmith II 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	23312 - Fuel Distribution System	22.26
23380 - Ground Support Equipment 27.50 Mechanic 23381 - Ground Support Equipment 23.61 Servicer 23382 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 22.26 23392 - Gunsmith II 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air-26.44 Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	Operator	
Mechanic 23381 - Ground Support Equipment 23.61 Servicer 23382 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 22.26 23392 - Gunsmith II 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	23370 - General Maintenance Worker	20.41
Mechanic 23381 - Ground Support Equipment 23.61 Servicer 23382 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 22.26 23392 - Gunsmith II 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	23380 - Ground Support Equipment	27.50
Servicer 23382 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 22.26 23392 - Gunsmith III 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air-26.44 Conditioning Mechanic 23411 - Heating Ventilation And Air 27.35 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	Mechanic	
Servicer 23382 - Ground Support Equipment 24.75 Worker 23391 - Gunsmith I 22.26 23392 - Gunsmith III 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air-26.44 Conditioning Mechanic 23411 - Heating Ventilation And Air 27.35 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	23381 - Ground Support Equipment	23.61
Worker 23391 - Gunsmith I 23392 - Gunsmith II 234.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 27.50	Servicer	
23391 - Gunsmith I 22.26 23392 - Gunsmith II 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air- 26.44 Conditioning Mechanic 23411 - Heating Ventilation And Air 27.35 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	23382 - Ground Support Equipment	24.75
23392 - Gunsmith II 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air- 26.44 Conditioning Mechanic 23411 - Heating Ventilation And Air 27.35 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	Worker	
23392 - Gunsmith III 24.75 23393 - Gunsmith III 27.50 23410 - Heating Ventilation And Air- 26.44 Conditioning Mechanic 23411 - Heating Ventilation And Air 27.35 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	23391 - Gunsmith I	22.26
23410 - Heating Ventilation And Air- Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50		
Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	23393 - Gunsmith III	27.50
Conditioning Mechanic 23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	23410 - Heating Ventilation And Air-	26.44
23411 - Heating Ventilation And Air 27.35 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	-	
Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	Mechanic	
Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	23411 - Heating Ventilation And Air	27.35
23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	-	
23430 - Heavy Equipment Mechanic 27.50 23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50	Mechanic (Research Facility)	
23440 - Heavy Equipment Operator 22.84 23460 - Instrument Mechanic 27.50		27.50
23460 - Instrument Mechanic 27.50		22.84
	23465 - Laboratory/Shelter Mechanic	26.15
23470 - Laborer 17.19	-	
23510 - Locksmith 26.15		
23530 - Machinery Maintenance 34.82		
Mechanic	_	01.02
23550 - Machinist Maintenance 24.42		24.42

23580 - Maintenance Trades Helper	20.87
23591 - Metrology Technician I	27.50
23592 - Metrology Technician II	28.49
23593 - Metrology Technician III	29.49
23640 - Millwright	27.50
23710 - Office Appliance Repairer	26.15
23760 - Painter Maintenance	25.25
23790 - Pipefitter Maintenance	34.76
23810 - Plumber Maintenance	32.32
23820 - Pneudraulic Systems Mechanic	27.50
23850 - Rigger	27.50
23870 - Scale Mechanic	24.75
23890 - Sheet-Metal Worker	27.50
Maintenance	
23910 - Small Engine Mechanic	24.75
23931 - Telecommunications Mechanic	27.32
I	27.02
23932 - Telecommunications Mechanic	28.31
II	20.01
23950 - Telephone Lineman	27.50
23960 - Welder Combination	23.98
Maintenance	23.70
23965 - Well Driller	27.50
23970 - Woodcraft Worker	27.50
23980 - Woodworker	22.26
24000 - Personal Needs Occupations	22.20
24550 - Case Manager	16.24
24570 - Case Manager 24570 - Child Care Attendant	11.11
24570 - Child Care Attendant 24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.37
24610 - Chore Arde 24620 - Family Readiness And Support	16.24
Services	10.24
Coordinator	
24630 - Homemaker	17.68
	17.00
25000 - Plant And System Operations	
Occupations 25010 - Boiler Tender	07 F0
	27.50
25040 - Sewage Plant Operator	
25070 - Stationary Engineer	27.50
25190 - Ventilation Equipment Tender	22.63
25210 - Water Treatment Plant	28.36
Operator	
27000 - Protective Service Occupations	00 10
27004 - Alarm Monitor	20.16
27007 - Baggage Inspector	18.02
27008 - Corrections Officer	16.66
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	20.16
27040 - Detention Officer	16.66
27070 - Firefighter	17.20

27101 - Guard I			18.02
27102 - Guard II			20.16
27131 - Police Officer I			23.97
27132 - Police Officer II			26.63
28000 - Recreation Occupations			20.00
28041 - Carnival Equipment Operator			16.52
28042 - Carnival Equipment Repairer			16.52
28043 - Carnival Worker			12.18
28210 - Gate Attendant/Gate Tender			15.33
28310 - Lifeguard			13.15
28350 - Park Attendant (Aide)			16.50
28510 - Recreation Aide/Health			12.05
Facility Attendant			12.00
28515 - Recreation Specialist			18.61
28630 - Sports Official			13.15
28690 - Swimming Pool Operator			26.46
29000 - Stevedoring/Longshoremen			20.40
Occupational Services			
29010 - Blocker And Bracer			24.75
29010 - Blocker And Bracer 29020 - Hatch Tender			24.75
29030 - Line Handler			24.75
29041 - Stevedore I			23.61
29042 - Stevedore II			26.15
30000 - Technical Occupations	,	0.\	40.00
30010 - Air Traffic Control	(see	۷)	40.29
Specialist Center (HFO)	,	0.	07 70
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			20 50
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			1
30021 - Archeological Technician I			15.27
30022 - Archeological Technician II			17.27
30023 - Archeological Technician III			21.39
30030 - Cartographic Technician			21.39
30040 - Civil Engineering Technician			21.39
30051 - Cryogenic Technician I			23.69
30052 - Cryogenic Technician II			26.17
30061 - Drafter/CAD Operator I			15.27
30062 - Drafter/CAD Operator II			17.27
30063 - Drafter/CAD Operator III			19.24
30064 - Drafter/CAD Operator IV			23.69
30081 - Engineering Technician I			13.75
30082 - Engineering Technician II			15.44
30083 - Engineering Technician III			17.27
30084 - Engineering Technician IV			21.39
30085 - Engineering Technician V			26.17
30086 - Engineering Technician VI			31.65
30090 - Environmental Technician			21.39
30095 - Evidence Control Specialist			21.39
30210 - Laboratory Technician			19.24

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31363 - Truckdriver Heavy 23 59	31363 - Truckdriver Heavy	23.59
31364 - Truckdriver Tractor-Trailer 23.59	_	
99000 - Miscellaneous Occupations		20.00
99020 - Cabin Safety Specialist 15.10	-	15.10
99030 - Cashier 9.70		
99050 - Desk Clerk 15.10		
99095 - Embalmer 25.60		

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	23.19
99252 - Laboratory Animal Caretaker II	24.73
99260 - Marketing Analyst	28.38
99310 - Mortician	25.60
99410 - Pest Controller	26.24
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.30
99711 - Recycling Specialist	23.19
99730 - Refuse Collector	17.37
99810 - Sales Clerk	11.10
99820 - School Crossing Guard	17.37
99830 - Survey Party Chief	20.10
99831 - Surveying Aide	12.34
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	23.19
99841 - Vending Machine Repairer	27.50
99842 - Vending Machine Repairer Helper	23.19

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4791

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

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

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

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

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

State: Indiana

Area: Indiana County of Benton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service		12.74
Representative I		
01042 - Customer Service		14.32
Representative II		

01043 - Customer Service Representative III		15.62
01051 - Data Entry Operator I		14.81
01051 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		14.20
01090 - Duplicating Machine Operator		14.20
01111 - General Clerk I		13.72
01112 - General Clerk II		14.97
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		15.05
01191 - Order Clerk I		15.69
01192 - Order Clerk II		17.58
01261 - Personnel Assistant		17.84
(Employment) I		
01262 - Personnel Assistant		19.95
(Employment) II		
01263 - Personnel Assistant		22.24
(Employment) III		
01270 - Production Control Clerk		23.42
01290 - Rental Clerk		17.41
01300 - Scheduler Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01
01420 - Survey Worker		18.89
01460 - Switchboard		13.53
Operator/Receptionist		
01531 - Travel Clerk I		14.40
01532 - Travel Clerk II		15.35
01533 - Travel Clerk III		16.38
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		01 00
05005 - Automobile Body Repairer		21.89
Fiberglass	7 3	00.06
05010 - Automotive 05040 - Automotive Glass Installer	Electrician	23.06 21.85
		21.85
05070 - Automotive Worker		
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		19.92 26.41
Mechanic		ZU.41
05160 - Motor Equipment Metal Worker		21.85
05100 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		25.88
05220 - Motor Vehicle Mechanic		18.73
Helper		10.75
p 		

05250 - Motor Vehicle Upholstery Worker	20.90
05280 - Motor Vehicle Wrecker	21.85
05310 - Painter Automotive	23.06
05340 - Radiator Repair Specialist	21.85
05370 - Tire Repairer	15.22
05400 - Transmission Repair	26.41
Specialist	20.11
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.69
07041 - Cook I	14.56
07042 - Cook II	16.19
07070 - Dishwasher	10.19
07130 - Food Service Worker	11.77
07210 - Meat Cutter	17.01
07260 - Waiter/Waitress	9.93
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.63
09040 - Furniture Handler	18.12
09080 - Furniture Refinisher	23.63
09090 - Furniture Refinisher Helper	20.70
09110 - Furniture Repairer Minor	23.10
09130 - Upholsterer	23.63
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.52
11060 - Elevator Operator	13.63
11090 - Gardener	19.40
11122 - Housekeeping Aide	12.75
11150 - Janitor 11210 - Laborer Grounds Maintenance	12.75 15.59
11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	13.26
11240 - Maid of Houseman 11260 - Pruner	14.03
11270 - Fruner 11270 - Tractor Operator	18.24
11330 - Trail Maintenance Worker	15.59
11360 - Window Cleaner	13.95
12000 - Health Occupations	10.90
12010 - Ambulance Driver	19.01
12011 - Breath Alcohol Technician	21.94
12012 - Certified Occupational	30.11
Therapist Assistant	
12015 - Certified Physical Therapist	27.82
Assistant	
12020 - Dental Assistant	18.12
12025 - Dental Hygienist	38.41
12030 - EKG Technician	33.26
12035 - Electroneurodiagnostic	33.26
Technologist	

12040 - Emergency Medical Technician	19.01
12071 - Licensed Practical Nurse I	19.63
12072 - Licensed Practical Nurse II	21.94
12073 - Licensed Practical Nurse III	24.46
12100 - Medical Assistant	17.41
12130 - Medical Laboratory	20.22
Technician	
12160 - Medical Record Clerk	20.44
12190 - Medical Record Technician	23.02
12195 - Medical Transcriptionist	19.63
12210 - Nuclear Medicine	48.23
Technologist	
12221 - Nursing Assistant I	12.05
12222 - Nursing Assistant II	13.53
12223 - Nursing Assistant III	14.77
12224 - Nursing Assistant IV	16.59
12235 - Optical Dispenser	17.15
12236 - Optical Technician	19.63
12250 - Pharmacy Technician	15.95
12280 - Phlebotomist	17.28
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II	32.57
Specialist	
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III	38.43
Anesthetist	
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol	27.19
Testing)	
12320 - Substance Abuse Treatment	25.83
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.55
13013 - Exhibits Specialist III	32.62
13041 - Illustrator I	21.63
13042 - Illustrator II	26.80
13043 - Illustrator III	32.77
13047 - Librarian	33.70
13050 - Library Aide/Clerk	14.14
13054 - Library Information	31.05
Technology Systems	
Administrator	
13058 - Library Technician	17.38
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39

13071 - Photographer I	18.33
13072 - Photographer II	20.53
13073 - Photographer III	25.48
13074 - Photographer IV	31.15
13075 - Photographer V	37.57
13090 - Technical Order Library	16.30
Clerk	
13110 - Video Teleconference	20.30
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.92
14042 - Computer Operator II	22.28
14043 - Computer Operator III	24.84
14044 - Computer Operator IV	27.60
14045 - Computer Operator V	30.57
14071 - Computer Programmer I (see 1)	25.49
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment	19.92
Operator	
14160 - Personal Computer Support	27.60
Technician	
14170 - System Support Specialist	29.45
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	36.22
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	41.82
Instructor (Rated)	
15030 - Air Crew Training Devices	46.94
Instructor (Pilot)	
15050 - Computer Based Training	36.22
Specialist / Instructor	
15060 - Educational Technologist	30.14
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	26.41
15085 - Maintenance Test Pilot Fixed	42.17
Jet/Prop	
15086 - Maintenance Test Pilot	42.17
Rotary Wing	
15088 - Non-Maintenance Test/Co-	42.17
Pilot	
15090 - Technical Instructor	27.45
15095 - Technical Instructor/Course	28.67
Developer	
15110 - Test Proctor	19.62

15120 - Tutor	18.92
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.19
Room)	
19040 - Tool And Die Maker	29.21
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.60
21030 - Material Coordinator	23.42
21040 - Material Expediter	23.42
21050 - Material Handling Laborer	17.05
21071 - Order Filler	15.18
21080 - Production Line Worker (Food	18.60
Processing)	10.00
21110 - Shipping Packer	20.41
21130 - Shipping/Receiving Clerk	20.41
21140 - Store Worker I	15.40
21150 - Stock Clerk	21.24
21210 - Tools And Parts Attendant	18.60
21410 - Warehouse Specialist	18.60
23000 - Mechanics And Maintenance And	10.00
Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23019 - Aircraft Logs and Records	23.85
Technician	23.03
23021 - Aircraft Mechanic I	28.13
23022 - Aircraft Mechanic II	29.96
23022 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft Painter	24.99
23060 - Aircraft Servicer	23.85
23070 - Aircraft Servicer 23070 - Aircraft Survival Flight	24.99
Equipment Technician	47.23
23080 - Aircraft Worker	25.02
25000 - AIICIAIL WOLKEL	23.02

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	25.02
I	20.10
23092 - Aircrew Life Support	28.13
Equipment (ALSE) Mechanic	
II	00 60
23110 - Appliance Mechanic	23.63
23120 - Bicycle Repairer	20.11
23125 - Cable Splicer	27.69
23130 - Carpenter Maintenance	31.86
23140 - Carpet Layer	28.36
23160 - Electrician Maintenance	34.00
23181 - Electronics Technician	26.30
Maintenance I	00.05
23182 - Electronics Technician	27.75
Maintenance II	0.0 0.4
23183 - Electronics Technician	29.24
Maintenance III	0.1 1.0
23260 - Fabric Worker	21.49
23290 - Fire Alarm System Mechanic	24.85
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System	27.14
Mechanic	
23312 - Fuel Distribution System	21.66
Operator	
23370 - General Maintenance Worker	22.99
23380 - Ground Support Equipment	28.13
Mechanic	
23381 - Ground Support Equipment	23.85
Servicer	
23382 - Ground Support Equipment	25.02
Worker	
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating Ventilation And Air-	24.98
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.25
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	32.57
23460 - Instrument Mechanic	24.85
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	16.05
23510 - Locksmith	23.63
23530 - Machinery Maintenance	28.78
Mechanic	
23550 - Machinist Maintenance	27.46

23580 - Maintenance Trades Helper	17.31
23591 - Metrology Technician I	24.85
23592 - Metrology Technician II	25.75
23593 - Metrology Technician III	27.49
23640 - Millwright	30.77
23710 - Office Appliance Repairer	21.40
23760 - Painter Maintenance	23.57
23790 - Pipefitter Maintenance	31.00
23810 - Plumber Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	27.57
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker	31.13
Maintenance	
23910 - Small Engine Mechanic	22.36
23931 - Telecommunications Mechanic	27.78
I	
23932 - Telecommunications Mechanic	28.87
II	
23950 - Telephone Lineman	27.68
23960 - Welder Combination	21.92
Maintenance	
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.11
24000 - Personal Needs Occupations	
24550 - Case Manager	14.71
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.44
24610 - Chore Aide	11.58
24620 - Family Readiness And Support	14.71
Services	
Coordinator	
24630 - Homemaker	14.71
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.95
25040 - Sewage Plant Operator	24.22
25070 - Stationary Engineer	29.95
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant	24.22
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.25
27007 - Baggage Inspector	14.54
27008 - Corrections Officer	30.18
27010 - Court Security Officer	30.18
27030 - Detection Dog Handler	16.27
27040 - Detention Officer	30.18
27070 - Firefighter	30.18

27101 - Guard I			14.54
27102 - Guard II			16.27
27131 - Police Officer I			30.33
27132 - Police Officer II			33.11
28000 - Recreation Occupations			00.11
28041 - Carnival Equipment Operator			12.83
28042 - Carnival Equipment Repairer			13.68
28043 - Carnival Worker			10.02
28210 - Gate Attendant/Gate Tender			16.44
28310 - Lifeguard			13.10
28350 - Park Attendant (Aide)			18.27
28510 - Recreation Aide/Health			11.26
Facility Attendant			11.20
28515 - Recreation Specialist			19.11
28630 - Sports Official			14.64
28690 - Swimming Pool Operator			17.47
29000 - Stevedoring/Longshoremen			1/•1/
Occupational Services			
29010 - Blocker And Bracer			25.59
29010 - Blocker And Bracer 29020 - Hatch Tender			25.59
29030 - Line Handler			25.59
29030 - Line Handler 29041 - Stevedore I			24.43
29041 - Stevedore I 29042 - Stevedore II			26.81
			20.01
30000 - Technical Occupations	/	2.	40 00
30010 - Air Traffic Control	(see	∠)	40.29
Specialist Center (HFO)	1	21	07 70
30011 - Air Traffic Control	(see	۷)	27.78
Specialist Station (HFO)			20 50
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			17 00
30021 - Archeological Technician I			17.89
30022 - Archeological Technician II			19.73
30023 - Archeological Technician III			26.32
30030 - Cartographic Technician			26.33
30040 - Civil Engineering Technician			25.64
30051 - Cryogenic Technician I			27.11
30052 - Cryogenic Technician II			29.95
30061 - Drafter/CAD Operator I			17.89
30062 - Drafter/CAD Operator II			19.73
30063 - Drafter/CAD Operator III			21.99
30064 - Drafter/CAD Operator IV			28.96
30081 - Engineering Technician I			18.16
30082 - Engineering Technician II			20.39
30083 - Engineering Technician III			22.81
30084 - Engineering Technician IV			28.26
30085 - Engineering Technician V			34.56
30086 - Engineering Technician VI			45.66
30090 - Environmental Technician			24.79
30095 - Evidence Control Specialist			24.48
30210 - Laboratory Technician			22.29

	00 11
30221 - Latent Fingerprint Technician I	27.11
	20 05
30222 - Latent Fingerprint	29.95
Technician II	00 88
30240 - Mathematical Technician	28.77
30361 - Paralegal/Legal Assistant I	21.05
30362 - Paralegal/Legal Assistant II	26.08
30363 - Paralegal/Legal Assistant	31.89
III	
30364 - Paralegal/Legal Assistant IV	38.59
30375 - Petroleum Supply Specialist	29.95
30390 - Photo-Optics Technician	26.33
30395 - Radiation Control Technician	29.95
30461 - Technical Writer I	27.48
30462 - Technical Writer II	33.60
30463 - Technical Writer III	40.66
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	20.00
30495 - Unexploded (UXO) Sweep	25.60
Personnel	23.00
30501 - Weather Forecaster I	27.46
30502 - Weather Forecaster II	33.39
30620 - Weather Observer Combined (see 2)	21.99
Upper Air Or	21.99
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.79
,	24.79
31000 - Transportation/Mobile	
Equipment Operation Occupations	20 00
31010 - Airplane Pilot	30.98
31020 - Bus Aide	18.07
31030 - Bus Driver	24.58
31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	16.26
31290 - Shuttle Bus Driver	20.81
31310 - Taxi Driver	15.69
31361 - Truckdriver Light	20.81
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	26.64
31364 - Truckdriver Tractor-Trailer	26.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.95
99050 - Desk Clerk	11.94
99095 - Embalmer	32.31

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.39
99252 - Laboratory Animal Caretaker II	15.34
99260 - Marketing Analyst	27.16
99310 - Mortician	32.31
99410 - Pest Controller	25.70
99510 - Photofinishing Worker	13.78
99710 - Recycling Laborer	22.03
99711 - Recycling Specialist	26.47
99730 - Refuse Collector	19.82
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	17.37
99830 - Survey Party Chief	24.34
99831 - Surveying Aide	17.26
99832 - Surveying Technician	21.44
99840 - Vending Machine Attendant	23.19
99841 - Vending Machine Repairer	27.42
99842 - Vending Machine Repairer Helper	23.14

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4793

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

Director

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

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

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

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

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

State: Indiana

Area: Indiana County of Tippecanoe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.43
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.64
01020 - Administrative Assistant		26.62
01035 - Court Reporter		18.14
01041 - Customer Service		12.74
Representative I		
01042 - Customer Service		14.32
Representative II		

Representative III 01051 - Data Entry Operator I	01043 - Customer Service		15.62
01052 - Data Entry Operator II	Representative III		
01060 - Dispatcher Motor Vehicle	01051 - Data Entry Operator I		
01070 - Document Preparation Clerk	01052 - Data Entry Operator II		14.85
01090 - Duplicating Machine Operator 14.20 01111 - General Clerk I 13.72 01112 - General Clerk II 14.97 01113 - General Clerk III 16.82 01120 - Housing Referral Assistant 20.59 01141 - Messenger Courier 15.05 01141 - Messenger Courier 15.07 01191 - Order Clerk I 14.73 01192 - Order Clerk II 16.07 01261 - Personnel Assistant 15.73 (Employment) I 01262 - Personnel Assistant 17.59 (Employment) II 01263 - Personnel Assistant 19.61 (Employment) III 01270 - Production Control Clerk 23.42 01290 - Rental Clerk 15.07 01300 - Scheduler Maintenance 16.51 01311 - Secretary I 16.51 01312 - Secretary II 18.47 01313 - Secretary III 20.59 01320 - Service Order Dispatcher 18.73 01410 - Supply Technician 26.62 01420 - Survey Worker 17.58 01460 - Switchboard 001420 - Survey Worker 17.58 01533 - Travel Clerk II 16.38 01611 - Word Processor I 14.20 01612 - Word Processor II 15.95 01613 - Word Processor II 15.95 01613 - Word Processor II 15.95 01613 - Word Processor II 17.84 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Service Occupations 05000 - Automotive Service Occupations 05000 - Automotive Glass Installer 19.42 05070 - Automotive Worker 19.39 05110 - Mobile Equipment Metal Worker 19.39 05110 - Mobile Equipment Metal Worker 19.39 05110 - Motor Equipment Metal Worker 19.39 05110 - Motor Equipment Metal Worker 19.39 05110 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic 17.09 05220 - Motor Vehicle Mechanic 17.0	01060 - Dispatcher Motor Vehicle		20.66
01111 - General Clerk I	01070 - Document Preparation Clerk		14.20
01112 - General Clerk III	01090 - Duplicating Machine Operator		14.20
01113 - General Clerk III	01111 - General Clerk I		13.72
01120 - Housing Referral Assistant 20.59 01141 - Messenger Courier 15.05 01191 - Order Clerk I	01112 - General Clerk II		14.97
01141 - Messenger Courier	01113 - General Clerk III		16.82
01141 - Messenger Courier	01120 - Housing Referral Assistant		20.59
01191 - Order Clerk I	-		
01192 - Order Clerk II			
01261 - Personnel Assistant 15.73			
(Employment) I 01262 - Personnel Assistant 17.59 (Employment) III 19.61 01263 - Personnel Assistant 19.61 (Employment) III 19.61 01270 - Production Control Clerk 23.42 01290 - Rental Clerk 15.07 01300 - Scheduler Maintenance 16.51 01311 - Secretary I 16.51 01312 - Secretary III 20.59 01320 - Service Order Dispatcher 18.73 01410 - Supply Technician 26.62 01420 - Survey Worker 17.58 01460 - Switchboard 13.61 Operator/Receptionist 17.58 01531 - Travel Clerk I 14.40 01532 - Travel Clerk III 16.38 01611 - Word Processor I 15.35 01612 - Word Processor II 15.95 01613 - Word Processor III 17.84 05000 - Automotive Service Occupations 05005 - Automotive Glass Installer 20.01 05040 - Automotive Worker 19.39 05110 - Mobile Equipment Metal 20.84 Mechanic 05130 - Motor Equipment Metal Worker 19.39 05190 - Motor Vehicle Mechanic 20			
01262 - Personnel Assistant 17.59			10.75
(Employment) II			17 50
01263 - Personnel Assistant			17.55
(Employment) III	• • • •		10 61
01270 - Production Control Clerk 23.42 01290 - Rental Clerk 15.07 01300 - Scheduler Maintenance 16.51 01311 - Secretary I 16.51 01312 - Secretary II 18.47 01313 - Secretary III 20.59 01320 - Service Order Dispatcher 18.73 01410 - Supply Technician 26.62 01420 - Survey Worker 17.58 01460 - Switchboard 13.61 00perator/Receptionist 01531 - Travel Clerk II 15.35 01533 - Travel Clerk III 16.38 01611 - Word Processor II 14.20 01612 - Word Processor II 15.95 01613 - Word Processor III 17.84 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Glass Installer 19.42 05070 - Automotive Glass Installer 19.42 05070 - Automotive Worker 19.39 05110 - Mobile Equipment Servicer 17.72 05130 - Motor Equipment Metal Worker 19.39 05160 - Motor Equipment Metal Worker 19.39 05190 - Motor Vehicle Mechanic 20.84 05220 - Motor Vehicle Mechanic 17.09 05130 - Motor Vehicle Mechanic 20.84 05220 - Motor Vehicle Mechanic 20.84			19.01
01290 - Rental Clerk			22 42
01300 - Scheduler Maintenance 16.51 01311 - Secretary I			
01311 - Secretary II			
01312 - Secretary III 20.59			
01313 - Secretary III 20.59 01320 - Service Order Dispatcher 18.73 01410 - Supply Technician 26.62 01420 - Survey Worker 17.58 01460 - Switchboard 13.61 Operator/Receptionist 14.40 01531 - Travel Clerk I 15.35 01532 - Travel Clerk III 16.38 01611 - Word Processor I 16.38 01612 - Word Processor II 15.95 01613 - Word Processor III 17.84 05000 - Automotive Service Occupations 21.67 Fiberglass 05010 - Automotive Glass Installer 20.01 05040 - Automotive Glass Installer 19.42 05070 - Automotive Worker 19.39 05110 - Mobile Equipment Servicer 17.72 05130 - Motor Equipment Metal 20.84 Mechanic 20.84 05190 - Motor Vehicle Mechanic 20.84 05220 - Motor Vehicle Mechanic 17.09	_		
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05190 - Motor Vehicle Mechanic20.8405220 - Motor Vehicle Mechanic17.09			19.39
05220 - Motor Vehicle Mechanic 17.09			
	Helper		

05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter Automotive	21.87
05340 - Radiator Repair Specialist	19.39
05370 - Tire Repairer	14.84
05400 - Transmission Repair	20.84
Specialist	20.01
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.69
07041 - Cook I	13.70
07042 - Cook II	15.22
07070 - Dishwasher	9.44
07130 - Food Service Worker	11.77
07210 - Meat Cutter	17.01
07260 - Waiter/Waitress	9.41
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.83
09040 - Furniture Handler	18.12
09080 - Furniture Refinisher	24.83
09090 - Furniture Refinisher Helper	21.78
09110 - Furniture Repairer Minor	24.65
09130 - Upholsterer	24.83
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.10
11060 - Elevator Operator	13.10
11090 - Gardener	19.40
11122 - Housekeeping Aide	12.04
11150 - Janitor	12.04
11210 - Laborer Grounds Maintenance	15.14
11240 - Maid or Houseman	12.95
11260 - Pruner	14.03
11270 - Tractor Operator	18.19
11330 - Trail Maintenance Worker	15.14
11360 - Window Cleaner	13.38
12000 - Health Occupations	18 46
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	21.94
12012 - Certified Occupational	30.11
Therapist Assistant	27 05
12015 - Certified Physical Therapist	27.95
Assistant 12020 - Dental Assistant	18.12
12020 - Dental Assistant 12025 - Dental Hygienist	38.41
12030 - EKG Technician	33.26
12030 - ERG Technician 12035 - Electroneurodiagnostic	33.26
Technologist	JJ•20
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12040 - Emergency Medical Technician	17.46
12071 - Licensed Practical Nurse I	19.63
12072 - Licensed Practical Nurse II	21.94
12073 - Licensed Practical Nurse III	24.46
12100 - Medical Assistant	17.41
12130 - Medical Laboratory	20.22
Technician	
12160 - Medical Record Clerk	20.44
12190 - Medical Record Technician	23.02
12195 - Medical Transcriptionist	19.63
12210 - Nuclear Medicine	48.23
Technologist	
12221 - Nursing Assistant I	12.05
12222 - Nursing Assistant II	13.53
12223 - Nursing Assistant III	14.77
12224 - Nursing Assistant IV	16.59
12235 - Optical Dispenser	17.11
12236 - Optical Technician	19.63
12250 - Pharmacy Technician	15.95
12280 - Phlebotomist	16.94
12305 - Radiologic Technologist	30.18
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	29.35
12313 - Registered Nurse II	29.35
Specialist	
12314 - Registered Nurse III	35.51
12315 - Registered Nurse III	35.51
Anesthetist	
12316 - Registered Nurse IV	42.56
12317 - Scheduler (Drug and Alcohol	27.19
Testing)	
12320 - Substance Abuse Treatment	25.83
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.04
13012 - Exhibits Specialist II	22.35
13013 - Exhibits Specialist III	27.33
13041 - Illustrator I	19.93
13042 - Illustrator II	24.69
13043 - Illustrator III	30.20
13047 - Librarian	24.08
13050 - Library Aide/Clerk	13.82
13054 - Library Information	25.49
Technology Systems	
Administrator	
13058 - Library Technician	16.41
13061 - Media Specialist I	15.68
13062 - Media Specialist II	17.53
13063 - Media Specialist III	19.55

13071 - Photographer I		15.46
13072 - Photographer II		17.30
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13090 - Technical Order Library		16.30
Clerk		
13110 - Video Teleconference		20.30
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.91
14042 - Computer Operator II		21.15
14043 - Computer Operator III		23.58
14044 - Computer Operator IV		26.21
14045 - Computer Operator V		30.26
	see 1)	21.92
	see 1)	27.18
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	see 1)	
	see 1)	
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	see 1)	
	see 1)	10 01
14150 - Peripheral Equipment		18.91
Operator		0.6.00
14160 - Personal Computer Support		26.97
Technician		
14170 - System Support Specialist		29.45
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.01
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.32
Instructor (Rated)		
15030 - Air Crew Training Devices		43.52
Instructor (Pilot)		
15050 - Computer Based Training		30.01
Specialist / Instructor		
15060 - Educational Technologist		30.94
15070 - Flight Instructor (Pilot)		43.52
15080 - Graphic Artist		23.87
15085 - Maintenance Test Pilot Fixed		42.17
Jet/Prop		
15086 - Maintenance Test Pilot		42.17
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.17
Pilot		
15090 - Technical Instructor		23.11
15095 - Technical Instructor/Course		28.27
Developer		
15110 - Test Proctor		18.66

15120 - Tutor	18.66
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.46
Room)	
19040 - Tool And Die Maker	30.19
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.39
21030 - Material Coordinator	23.42
21040 - Material Expediter	23.42
21050 - Material Handling Laborer	16.88
21071 - Order Filler	15.04
21080 - Production Line Worker (Food	19.39
Processing)	23.03
21110 - Shipping Packer	20.41
21130 - Shipping/Receiving Clerk	20.41
21140 - Store Worker I	15.40
21150 - Stock Clerk	21.24
21210 - Tools And Parts Attendant	19.39
21410 - Warehouse Specialist	19.39
23000 - Mechanics And Maintenance And	23,03
Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23019 - Aircraft Logs and Records	26.52
Technician	20.02
23021 - Aircraft Mechanic I	29.80
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.03
23040 - Aircraft Mechanic Helper	24.43
23050 - Aircraft Painter	29.05
23060 - Aircraft Servicer	26.52
23070 - Aircraft Survival Flight	29.05
Equipment Technician	20.00
23080 - Aircraft Worker	27.71
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23091 - Aircrew Life Support Equipment (ALSE) Mechanic	27.71
I	
23092 - Aircrew Life Support	29.80
Equipment (ALSE) Mechanic	
II	00.60
23110 - Appliance Mechanic	23.63
23120 - Bicycle Repairer	20.11
23125 - Cable Splicer	25.01
23130 - Carpenter Maintenance	22.98
23140 - Carpet Layer	22.36
23160 - Electrician Maintenance	32.39
23181 - Electronics Technician	23.75
Maintenance I	
23182 - Electronics Technician	25.84
Maintenance II	
23183 - Electronics Technician	26.89
Maintenance III	
23260 - Fabric Worker	21.49
23290 - Fire Alarm System Mechanic	24.85
23310 - Fire Extinguisher Repairer	20.25
23311 - Fuel Distribution System	24.90
Mechanic	
23312 - Fuel Distribution System	20.25
Operator	
23370 - General Maintenance Worker	19.14
23380 - Ground Support Equipment	29.80
Mechanic	
23381 - Ground Support Equipment	26.52
Servicer	
23382 - Ground Support Equipment	27.71
Worker	
23391 - Gunsmith I	20.25
23392 - Gunsmith II	22.51
23393 - Gunsmith III	24.85
23410 - Heating Ventilation And Air-	23.46
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.30
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.31
23440 - Heavy Equipment Operator	27.31
23460 - Instrument Mechanic	24.85
23465 - Laboratory/Shelter Mechanic	23.63
23470 - Laborer	16.05
23510 - Locksmith	23.63
23530 - Machinery Maintenance	28.94
Mechanic	
23550 - Machinist Maintenance	24.85

23580 - Maintenance Trades Helper	17.34
23591 - Metrology Technician I	24.85
23592 - Metrology Technician II	25.75
23593 - Metrology Technician III	26.65
23640 - Millwright	30.77
23710 - Office Appliance Repairer	21.45
23760 - Painter Maintenance	20.52
23790 - Pipefitter Maintenance	28.51
23810 - Plumber Maintenance	27.22
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	24.85
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker	27.34
Maintenance	2,.01
23910 - Small Engine Mechanic	22.36
23931 - Telecommunications Mechanic	25.28
I	23.20
23932 - Telecommunications Mechanic	26.18
II	20.10
23950 - Telephone Lineman	24.85
23960 - Welder Combination	22.72
Maintenance	22.12
23965 - Well Driller	24.85
23970 - Well Driller 23970 - Woodcraft Worker	24.85
23980 - Woodworker	20.25
24000 - Personal Needs Occupations	1 4 71
24550 - Case Manager	14.71
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.38
24610 - Chore Aide	11.58
24620 - Family Readiness And Support	14.71
Services	
Coordinator	4.6.40
24630 - Homemaker	16.18
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.85
25040 - Sewage Plant Operator	23.12
25070 - Stationary Engineer	24.85
25190 - Ventilation Equipment Tender	18.86
25210 - Water Treatment Plant	23.12
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.25
27007 - Baggage Inspector	14.54
27008 - Corrections Officer	27.53
27010 - Court Security Officer	30.18
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	27.53
27070 - Firefighter	30.18

27101 - Guard I		14.54
27102 - Guard II		17.22
27131 - Police Officer I		25.63
27132 - Police Officer II		28.47
28000 - Recreation Occupations		20.17
28041 - Carnival Equipment Operator		12.56
28042 - Carnival Equipment Repairer		13.39
28043 - Carnival Worker		9.40
28210 - Gate Attendant/Gate Tender		15.46
28310 - Lifeguard		12.28
28350 - Park Attendant (Aide)		17.28
28510 - Recreation Aide/Health		12.35
Facility Attendant		12.55
28515 - Recreation Specialist		19.11
28630 - Sports Official		13.76
28690 - Swimming Pool Operator		18.29
29000 - Stevedoring/Longshoremen		10.29
Occupational Services		
29010 - Blocker And Bracer		25.59
29010 - Blocker And Bracer 29020 - Hatch Tender		25.59
29030 - Hatch Tender 29030 - Line Handler		25.59
29030 - Line Handler 29041 - Stevedore I		
		23.25
29042 - Stevedore II		26.81
30000 - Technical Occupations	(40.00
30010 - Air Traffic Control	(see 2)	40.29
Specialist Center (HFO)	(0)	07.70
30011 - Air Traffic Control	(see 2)	27.78
Specialist Station (HFO)		20 50
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		10 50
AIIII/I = Archeological Pechnician I		
30021 - Archeological Technician I		18.58
30022 - Archeological Technician II		21.49
30022 - Archeological Technician II 30023 - Archeological Technician III		21.49 25.75
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician		21.49 25.75 25.75
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician		21.49 25.75 25.75 24.79
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I		21.49 25.75 25.75 24.79 27.11
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II		21.49 25.75 25.75 24.79 27.11 29.95
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I		21.49 25.75 25.75 24.79 27.11 29.95 18.58
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		21.49 25.75 25.75 24.79 27.11 29.95 18.58 21.49
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		21.49 25.75 25.75 24.79 27.11 29.95 18.58 21.49 23.17
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III		21.49 25.75 25.75 24.79 27.11 29.95 18.58 21.49 23.17 28.52
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		21.49 25.75 25.75 24.79 27.11 29.95 18.58 21.49 23.17 28.52 16.48
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II		21.49 25.75 25.75 24.79 27.11 29.95 18.58 21.49 23.17 28.52 16.48 18.50
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator IVI 30084 - Drafter/CAD Operator IVI 30081 - Engineering Technician II 30082 - Engineering Technician III		21.49 25.75 25.75 24.79 27.11 29.95 18.58 21.49 23.17 28.52 16.48 18.50 21.32
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician III 30083 - Engineering Technician III		21.49 25.75 25.75 24.79 27.11 29.95 18.58 21.49 23.17 28.52 16.48 18.50 21.32 27.03
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		21.49 25.75 25.75 24.79 27.11 29.95 18.58 21.49 23.17 28.52 16.48 18.50 21.32 27.03 31.36
30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician VI		21.49 25.75 25.75 24.79 27.11 29.95 18.58 21.49 23.17 28.52 16.48 18.50 21.32 27.03
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		21.49 25.75 25.75 24.79 27.11 29.95 18.58 21.49 23.17 28.52 16.48 18.50 21.32 27.03 31.36
30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician VI		21.49 25.75 25.75 24.79 27.11 29.95 18.58 21.49 23.17 28.52 16.48 18.50 21.32 27.03 31.36 37.94

30221 - Latent Fingerprint Technician I	27.11
30222 - Latent Fingerprint	29.95
Technician II	23.33
30240 - Mathematical Technician	28.36
30361 - Paralegal/Legal Assistant I	20.74
30362 - Paralegal/Legal Assistant II	25.69
30362 - Faralegal/Legal Assistant 11	31.43
III	31.43
30364 - Paralegal/Legal Assistant IV	38.02
30375 - Petroleum Supply Specialist	29.95
30390 - Photo-Optics Technician	25.75
30395 - Radiation Control Technician	29.95
30461 - Technical Writer I	24.48
30461 - Technical Writer II	29.95
30462 - Technical Writer III	36.23
	25.60
30491 - Unexploded Ordnance (UXO) Technician I	23.60
	30.98
30492 - Unexploded Ordnance (UXO) Technician II	30.90
	27 12
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	25 60
30494 - Unexploded (UXO) Safety	25.60
Escort	05 60
30495 - Unexploded (UXO) Sweep	25.60
Personnel	07 46
30501 - Weather Forecaster I	27.46
30502 - Weather Forecaster II	33.39
30620 - Weather Observer Combined (see 2)	23.17
Upper Air Or	
Surface Programs	0
30621 - Weather Observer Senior (see 2)	25.75
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	16.24
31030 - Bus Driver	24.58
31043 - Driver Courier	16.07
31260 - Parking and Lot Attendant	15.74
31290 - Shuttle Bus Driver	18.23
31310 - Taxi Driver	15.05
31361 - Truckdriver Light	17.52
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	26.64
31364 - Truckdriver Tractor-Trailer	26.64
99000 - Miscellaneous Occupations	
_	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	15.10 9.95

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.39
99252 - Laboratory Animal Caretaker II	15.34
99260 - Marketing Analyst	27.16
99310 - Mortician	26.25
99410 - Pest Controller	23.32
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.01
99711 - Recycling Specialist	26.46
99730 - Refuse Collector	19.81
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	17.01
99830 - Survey Party Chief	24.75
99831 - Surveying Aide	15.24
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	23.19
99841 - Vending Machine Repairer	27.50
99842 - Vending Machine Repairer Helper	23.19

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4795

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

Director

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

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

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

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

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

State: Indiana

Area: Indiana County of Carroll

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.32
01012 - Accounting Clerk II		18.34
01013 - Accounting Clerk III		20.52
01020 - Administrative Assistant		26.62
01035 - Court Reporter		17.84
01041 - Customer Service		12.74
Representative I		
01042 - Customer Service		14.32
Representative II		

01043 - Customer Service Representative III		15.62
01051 - Data Entry Operator I		13.61
01052 - Data Entry Operator II		14.85
01060 - Dispatcher Motor Vehicle		20.66
01070 - Document Preparation Clerk		14.20
01090 - Duplicating Machine Operator		14.20
01111 - General Clerk I		13.72
01112 - General Clerk II		14.97
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		19.88
01141 - Messenger Courier		15.05
01191 - Order Clerk I		14.73
01192 - Order Clerk II		16.07
01261 - Personnel Assistant		15.73
(Employment) I		
01262 - Personnel Assistant		17.59
(Employment) II		
01263 - Personnel Assistant		19.61
(Employment) III		
01270 - Production Control Clerk		24.49
01290 - Rental Clerk		13.67
01300 - Scheduler Maintenance		15.95
01311 - Secretary I		15.95
01312 - Secretary II		17.84
01313 - Secretary III		19.88
01320 - Service Order Dispatcher		18.73
01410 - Supply Technician		26.62
01420 - Survey Worker		17.58
01460 - Switchboard		13.36
Operator/Receptionist		
01531 - Travel Clerk I		14.40
01532 - Travel Clerk II		15.35
01533 - Travel Clerk III		16.38
01611 - Word Processor I		14.20
01612 - Word Processor II		15.95
01613 - Word Processor III		17.84
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.40
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		16.99
05070 - Automotive Worker		16.99
05110 - Mobile Equipment Servicer		15.28
05130 - Motor Equipment Metal		18.88
Mechanic		1.6.00
05160 - Motor Equipment Metal Worker		16.99
05190 - Motor Vehicle Mechanic		18.88
05220 - Motor Vehicle Mechanic		14.39
Helper		

05250 - Motor Vehicle Upholstery Worker	16.21
05280 - Motor Vehicle Wrecker	16.99
05310 - Painter Automotive	17.96
05340 - Radiator Repair Specialist	16.99
05370 - Tire Repairer	14.60
05400 - Transmission Repair	18.88
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.69
07041 - Cook I	14.56
07042 - Cook II	16.19
07070 - Dishwasher	11.07
07130 - Food Service Worker	11.77
07210 - Meat Cutter	17.01
07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.63
09040 - Furniture Handler	18.12
09080 - Furniture Refinisher	23.63
09090 - Furniture Refinisher Helper	21.78
09110 - Furniture Repairer Minor	23.98
09130 - Upholsterer	23.63
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.10
11060 - Elevator Operator	15.19
11090 - Gardener	19.40
11122 - Housekeeping Aide	15.19
11150 - Janitor	15.19
11210 - Laborer Grounds Maintenance	15.14
11240 - Maid or Houseman	13.26
11260 - Pruner	14.03
11270 - Tractor Operator	18.73
11330 - Trail Maintenance Worker	15.14
11360 - Window Cleaner	15.46
12000 - Health Occupations 12010 - Ambulance Driver	17.46
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	21.94
12011 - Breath Alcohol Technician 12012 - Certified Occupational	30.11
Therapist Assistant	30.11
12015 - Certified Physical Therapist	27.82
Assistant	21.02
12020 - Dental Assistant	18.12
12025 - Dental Hygienist	37.51
12030 - EKG Technician	33.26
12035 - Electroneurodiagnostic	33.26
Technologist	00.00
-	

12040 - Emergency Medical Technician	17.46
12071 - Licensed Practical Nurse I	19.63
12072 - Licensed Practical Nurse II	21.94
12073 - Licensed Practical Nurse III	24.46
12100 - Medical Assistant	17.41
12130 - Medical Laboratory	20.22
Technician	
12160 - Medical Record Clerk	18.99
12190 - Medical Record Technician	23.02
12195 - Medical Transcriptionist	19.63
12210 - Nuclear Medicine	48.23
Technologist	
12221 - Nursing Assistant I	12.05
12222 - Nursing Assistant II	13.53
12223 - Nursing Assistant III	14.77
12224 - Nursing Assistant IV	16.59
12235 - Optical Dispenser	17.11
12236 - Optical Technician	19.63
12250 - Pharmacy Technician	15.95
12280 - Phlebotomist	16.94
12305 - Radiologic Technologist	30.18
12311 - Registered Nurse I	23.23
12312 - Registered Nurse II	28.43
12313 - Registered Nurse II	28.43
Specialist	
12314 - Registered Nurse III	34.39
12315 - Registered Nurse III	34.39
Anesthetist	
12316 - Registered Nurse IV	41.22
12317 - Scheduler (Drug and Alcohol	27.19
Testing)	
12320 - Substance Abuse Treatment	25.83
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.21
13012 - Exhibits Specialist II	21.31
13013 - Exhibits Specialist III	26.07
13041 - Illustrator I	17.21
13042 - Illustrator II	21.31
13043 - Illustrator III	26.07
13047 - Librarian	23.60
13050 - Library Aide/Clerk	13.34
13054 - Library Information	21.31
Technology Systems	
Administrator	
13058 - Library Technician	13.72
13061 - Media Specialist I	15.38
13062 - Media Specialist II	17.21
13063 - Media Specialist III	19.18

13071 - Photographer I	15.38
13072 - Photographer II	17.21
13073 - Photographer III	21.31
13074 - Photographer IV	26.07
13075 - Photographer V	31.54
13090 - Technical Order Library	16.30
Clerk	
13110 - Video Teleconference	20.30
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	14.53
14042 - Computer Operator II	16.95
14043 - Computer Operator III	18.49
14044 - Computer Operator IV	20.09
14045 - Computer Operator V	22.25
14071 - Computer Programmer I (see 1)	18.96
14072 - Computer Programmer II (see 1)	23.49
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment	14.53
Operator	
14160 - Personal Computer Support	20.09
Technician	
14170 - System Support Specialist	24.34
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.07
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.18
Instructor (Rated)	
15030 - Air Crew Training Devices	42.17
Instructor (Pilot)	
15050 - Computer Based Training	29.07
Specialist / Instructor	
15060 - Educational Technologist	29.42
15070 - Flight Instructor (Pilot)	42.17
15080 - Graphic Artist	23.87
15085 - Maintenance Test Pilot Fixed	42.17
Jet/Prop	
15086 - Maintenance Test Pilot	42.17
Rotary Wing	
15088 - Non-Maintenance Test/Co-	42.17
Pilot	
15090 - Technical Instructor	22.37
15095 - Technical Instructor/Course	27.37
Developer	
15110 - Test Proctor	18.06

15120 - Tutor	18.06
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.25
Room)	
19040 - Tool And Die Maker	29.21
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	23.12
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	17.19
21071 - Order Filler	15.00
21080 - Production Line Worker (Food	23.12
Processing)	
21110 - Shipping Packer	20.41
21130 - Shipping/Receiving Clerk	20.41
21140 - Store Worker I	15.40
21150 - Stock Clerk	21.24
21210 - Tools And Parts Attendant	23.12
21410 - Warehouse Specialist	23.12
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	25.75
23019 - Aircraft Logs and Records	22.26
Technician	
23021 - Aircraft Mechanic I	24.85
23022 - Aircraft Mechanic II	25.75
23023 - Aircraft Mechanic III	26.65
23040 - Aircraft Mechanic Helper	19.56
23050 - Aircraft Painter	23.65
23060 - Aircraft Servicer	22.26
23070 - Aircraft Survival Flight	23.65
Equipment Technician	
23080 - Aircraft Worker	22.99

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	22.99
I The state of the	04.05
23092 - Aircrew Life Support	24.85
Equipment (ALSE) Mechanic	
II	00 67
23110 - Appliance Mechanic	23.67
23120 - Bicycle Repairer	20.11
23125 - Cable Splicer	24.85
23130 - Carpenter Maintenance	22.98
23140 - Carpet Layer	22.51
23160 - Electrician Maintenance	32.39
23181 - Electronics Technician	22.51
Maintenance I	00 68
23182 - Electronics Technician	23.67
Maintenance II	
23183 - Electronics Technician	24.85
Maintenance III	
23260 - Fabric Worker	21.49
23290 - Fire Alarm System Mechanic	24.85
23310 - Fire Extinguisher Repairer	20.69
23311 - Fuel Distribution System	24.85
Mechanic	
23312 - Fuel Distribution System	20.25
Operator	
23370 - General Maintenance Worker	20.41
23380 - Ground Support Equipment	24.85
Mechanic	
23381 - Ground Support Equipment	22.26
Servicer	
23382 - Ground Support Equipment	22.99
Worker	
23391 - Gunsmith I	20.25
23392 - Gunsmith II	22.51
23393 - Gunsmith III	24.85
23410 - Heating Ventilation And Air-	24.04
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.86
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.31
23440 - Heavy Equipment Operator	27.31
23460 - Instrument Mechanic	24.85
23465 - Laboratory/Shelter Mechanic	23.67
23470 - Laborer	17.19
23510 - Locksmith	23.67
23530 - Machinery Maintenance	28.78
Mechanic	
23550 - Machinist Maintenance	24.85

23580 - Maintenance Trades Helper	15.39
23591 - Metrology Technician I	24.85
23592 - Metrology Technician II	25.76
23593 - Metrology Technician III	26.72
23640 - Millwright	26.86
23710 - Office Appliance Repairer	23.67
23760 - Painter Maintenance	23.67
23790 - Pipefitter Maintenance	28.51
23810 - Plumber Maintenance	27.22
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	24.85
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker	30.32
Maintenance	
23910 - Small Engine Mechanic	22.51
23931 - Telecommunications Mechanic	25.28
I	
23932 - Telecommunications Mechanic	26.18
II	_ 0 • _ 0
23950 - Telephone Lineman	24.85
23960 - Welder Combination	22.97
Maintenance	22.57
23965 - Well Driller	24.85
23970 - Woodcraft Worker	24.85
23980 - Woodworker	20.25
24000 - Personal Needs Occupations	20.20
24550 - Case Manager	14.95
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.58
24620 - Family Readiness And Support	14.95
Services	
Coordinator	
24630 - Homemaker	17.68
25000 - Plant And System Operations	_ , , , ,
Occupations	
25010 - Boiler Tender	25.44
25040 - Sewage Plant Operator	23.92
25070 - Stationary Engineer	25.44
25190 - Ventilation Equipment Tender	19.22
25210 - Water Treatment Plant	23.92
Operator	20.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.25
27007 - Baggage Inspector	14.89
27007 Baggage Inspector 27008 - Corrections Officer	24.90
27000 - Corrections Officer 27010 - Court Security Officer	29.60
27030 - Court Security Officer 27030 - Detection Dog Handler	16.66
27030 - Detection bog Handler 27040 - Detention Officer	24.90
27070 - Detention Officer 27070 - Firefighter	30.18
2,0,0 Ellerighter	20.10

27101 - Guard I		14.89
27102 - Guard II		16.66
27131 - Police Officer I		25.63
27132 - Police Officer II		28.47
28000 - Recreation Occupations		2001
28041 - Carnival Equipment Operator		16.52
28042 - Carnival Equipment Repairer		16.52
28043 - Carnival Worker		12.18
28210 - Gate Attendant/Gate Tender		14.41
28310 - Lifeguard		12.28
28350 - Park Attendant (Aide)		15.43
28510 - Recreation Aide/Health		11.26
Facility Attendant		11.20
28515 - Recreation Specialist		19.11
28630 - Sports Official		12.28
28690 - Swimming Pool Operator		21.60
29000 - Stevedoring/Longshoremen		21.00
Occupational Services		
29010 - Blocker And Bracer		24.72
29010 - Blocker And Bracer 29020 - Hatch Tender		24.72
29030 - Hatch Tender 29030 - Line Handler		24.72
29041 - Stevedore I		23.44
29042 - Stevedore II		26.04
30000 - Technical Occupations	, 0	40.00
30010 - Air Traffic Control	(see 2	40.29
Specialist Center (HFO)	, 0	07 70
30011 - Air Traffic Control	(see 2	27.78
Specialist Station (HFO)		20 50
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		17 66
30021 - Archeological Technician I		17.66
30022 - Archeological Technician II		19.76
30023 - Archeological Technician III		24.48
30030 - Cartographic Technician		24.48
30040 - Civil Engineering Technician		24.48
30051 - Cryogenic Technician I		27.11
30052 - Cryogenic Technician II		29.95
30061 - Drafter/CAD Operator I		17.66
30062 - Drafter/CAD Operator II		19.76
30063 - Drafter/CAD Operator III		22.03
30064 - Drafter/CAD Operator IV		27.11
30081 - Engineering Technician I		15.19
30082 - Engineering Technician II		17.05
30083 - Engineering Technician III		19.08
30084 - Engineering Technician IV		
		23.63
30085 - Engineering Technician V		28.91
30085 - Engineering Technician V 30086 - Engineering Technician VI		28.91 34.97
30085 - Engineering Technician V		28.91
30085 - Engineering Technician V 30086 - Engineering Technician VI		28.91 34.97

30221 - Latent Fingerprint Technician I	27.11
30222 - Latent Fingerprint	29.95
Technician II	23.33
30240 - Mathematical Technician	26.93
30361 - Paralegal/Legal Assistant I	19.99
30362 - Paralegal/Legal Assistant II	24.75
30363 - Paralegal/Legal Assistant	30.28
III	30.20
30364 - Paralegal/Legal Assistant IV	36.63
30375 - Petroleum Supply Specialist	29.95
30390 - Photo-Optics Technician	24.48
30395 - Radiation Control Technician	29.95
30461 - Technical Writer I	24.48
30461 - Technical Writer I	29.95
30463 - Technical Writer III	36.23
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	0000
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	27.46
30502 - Weather Forecaster II	33.39
30620 - Weather Observer Combined (see 2)	22.03
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.48
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	17.91
31030 - Bus Driver	24.43
31043 - Driver Courier	14.31
31260 - Parking and Lot Attendant	16.26
31290 - Shuttle Bus Driver	16.79
31310 - Taxi Driver	15.10
31361 - Truckdriver Light	15.26
31362 - Truckdriver Medium	16.63
31363 - Truckdriver Heavy	26.64
31364 - Truckdriver Tractor-Trailer	26.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.95
99050 - Desk Clerk	10.64
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.28
99252 - Laboratory Animal Caretaker II	17.51
99260 - Marketing Analyst	27.16
99310 - Mortician	25.60
99410 - Pest Controller	26.24
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.01
99711 - Recycling Specialist	26.46
99730 - Refuse Collector	19.81
99810 - Sales Clerk	11.33
99820 - School Crossing Guard	17.37
99830 - Survey Party Chief	20.93
99831 - Surveying Aide	12.85
99832 - Surveying Technician	17.60
99840 - Vending Machine Attendant	23.19
99841 - Vending Machine Repairer	27.50
99842 - Vending Machine Repairer Helper	23.19

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

| Wage Determination No.: 2015-4797

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

Director

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

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

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

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

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

State: Indiana

Area: Indiana County of La Porte

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service		13.75
Representative I		
01042 - Customer Service		15.00
Representative II		

01043 - Customer Service Representative III		16.85
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		15.32
01112 - General Clerk II		16.72
01113 - General Clerk III		18.78
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		11.93
01191 - Order Clerk I		16.25
01192 - Order Clerk II		17.73
01261 - Personnel Assistant		17.84
(Employment) I		17.01
01262 - Personnel Assistant		19.95
(Employment) II		10.00
01263 - Personnel Assistant		22.24
(Employment) III		22.21
01270 - Production Control Clerk		23.93
01290 - Rental Clerk		17.41
01300 - Scheduler Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01
01420 - Survey Worker		18.89
01420 Survey Worker 01460 - Switchboard		13.81
Operator/Receptionist		10.01
01531 - Travel Clerk I		14.55
01532 - Travel Clerk II		15.74
01532 Travel Clerk III		17.04
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		19.47
05000 - Automobile Body Repairer		21.89
Fiberglass		21.09
05010 - Automotive	Electrician	23.06
05010 - Automotive 05040 - Automotive Glass Installer	Electician	21.85
05070 - Automotive Grass Installer		21.85
05110 - Mobile Equipment Servicer		19.92
		26.41
05130 - Motor Equipment Metal Mechanic		20.41
		21.85
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		25.88
05220 - Motor Vehicle Mechanic		18.73
Helper		10./3

05250 - Motor Vehicle Upholstery	20.90
Worker	
05280 - Motor Vehicle Wrecker	21.85
05310 - Painter Automotive	23.06
05340 - Radiator Repair Specialist	21.85
05370 - Tire Repairer	15.22
05400 - Transmission Repair	26.41
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.30
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.73
07130 - Food Service Worker	11.57
07210 - Meat Cutter	17.18
07260 - Waiter/Waitress	9.93
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.14
09040 - Furniture Handler	14.56
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.55
09110 - Furniture Repairer Minor	17.35
09130 - Upholsterer	19.14
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.16
11060 - Elevator Operator	14.59
11090 - Gardener	16.97
11122 - Housekeeping Aide	13.26
11150 - Janitor	13.26
11210 - Laborer Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.85
11330 - Trail Maintenance Worker 11360 - Window Cleaner	13.50
12000 - Health Occupations	14.49
12010 - Medicin Occupations 12010 - Ambulance Driver	19.25
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	23.30
12011 - Breath Alcohol Technician 12012 - Certified Occupational	31.94
Therapist Assistant	J1. J4
12015 - Certified Physical Therapist	32.29
Assistant	JL • L J
12020 - Dental Assistant	19.37
12025 - Dental Hygienist	32.27
12030 - EKG Technician	35.30
12030 - ENG Technician 12035 - Electroneurodiagnostic	35.30
Technologist	33.30

12040 - Emergency Medical Technician	19.25
12071 - Licensed Practical Nurse I	21.05
12072 - Licensed Practical Nurse II	23.53
12073 - Licensed Practical Nurse III	26.23
12100 - Medical Assistant	17.88
12130 - Medical Laboratory	23.47
Technician	
12160 - Medical Record Clerk	17.69
12190 - Medical Record Technician	19.79
12195 - Medical Transcriptionist	20.82
12210 - Nuclear Medicine	51.17
Technologist	
12221 - Nursing Assistant I	12.85
12222 - Nursing Assistant II	14.44
12223 - Nursing Assistant III	15.76
12224 - Nursing Assistant IV	17.70
12235 - Optical Dispenser	23.30
12236 - Optical Technician	21.05
12250 - Pharmacy Technician	16.70
12280 - Phlebotomist	20.82
12305 - Radiologic Technologist	34.21
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.64
12313 - Registered Nurse II	32.64
Specialist	
12314 - Registered Nurse III	39.49
12315 - Registered Nurse III	39.49
Anesthetist	
12316 - Registered Nurse IV	47.34
12317 - Scheduler (Drug and Alcohol	28.84
Testing)	
12320 - Substance Abuse Treatment	22.91
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.55
13013 - Exhibits Specialist III	32.62
13041 - Illustrator I	21.63
13042 - Illustrator II	26.80
13043 - Illustrator III	32.77
13047 - Librarian	33.70
13050 - Library Aide/Clerk	14.14
13054 - Library Information	31.05
Technology Systems	
Administrator	
13058 - Library Technician	17.38
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39

13071 - Photographer I	18.33
13072 - Photographer II	20.53
13073 - Photographer III	25.48
13074 - Photographer IV	31.15
13075 - Photographer V	37.57
13090 - Technical Order Library	18.55
Clerk	
13110 - Video Teleconference	17.51
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.11
14042 - Computer Operator II	20.25
14043 - Computer Operator III	22.58
14044 - Computer Operator IV	25.09
14045 - Computer Operator V	27.79
14071 - Computer Programmer I (see 1)	25.49
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment	18.11
Operator	
14160 - Personal Computer Support	25.09
Technician	
14170 - System Support Specialist	27.79
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	36.22
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	41.82
Instructor (Rated)	
15030 - Air Crew Training Devices	46.94
Instructor (Pilot)	
15050 - Computer Based Training	36.22
Specialist / Instructor	
15060 - Educational Technologist	30.14
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	29.57
15085 - Maintenance Test Pilot Fixed	46.94
Jet/Prop	
15086 - Maintenance Test Pilot	46.94
Rotary Wing	
15088 - Non-Maintenance Test/Co-	46.94
Pilot	
15090 - Technical Instructor	28.25
15095 - Technical Instructor/Course	29.57
Developer	
15110 - Test Proctor	21.58

15120 - Tutor	21.58
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.33
Room)	
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	16.91
21030 - Material Coordinator	23.93
21040 - Material Expediter	23.93
21050 - Material Handling Laborer	17.05
21071 - Order Filler	13.80
21080 - Production Line Worker (Food	16.91
Processing)	
21110 - Shipping Packer	17.36
21130 - Shipping/Receiving Clerk	17.36
21140 - Store Worker I	15.84
21150 - Stock Clerk	20.76
21210 - Tools And Parts Attendant	16.91
21410 - Warehouse Specialist	16.91
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23019 - Aircraft Logs and Records	23.85
Technician	
23021 - Aircraft Mechanic I	28.13
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft Painter	24.99
23060 - Aircraft Servicer	23.85
23070 - Aircraft Survival Flight	24.99
Equipment Technician	
23080 - Aircraft Worker	25.02

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	25.02
I	
23092 - Aircrew Life Support	28.13
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.60
23120 - Bicycle Repairer	19.66
23125 - Cable Splicer	27.69
23130 - Carpenter Maintenance	31.86
23140 - Carpet Layer	28.36
23160 - Electrician Maintenance	35.27
23181 - Electronics Technician	26.30
Maintenance I	
23182 - Electronics Technician	27.75
Maintenance II	
23183 - Electronics Technician	29.24
Maintenance III	
23260 - Fabric Worker	21.33
23290 - Fire Alarm System Mechanic	24.86
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System	27.14
Mechanic	
23312 - Fuel Distribution System	21.66
Operator	
23370 - General Maintenance Worker	22.99
23380 - Ground Support Equipment	28.13
Mechanic	
23381 - Ground Support Equipment	23.85
Servicer	
23382 - Ground Support Equipment	25.02
Worker	
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating Ventilation And Air-	24.98
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.25
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.80
23440 - Heavy Equipment Operator	32.57
23460 - Instrument Mechanic	24.86
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	15.01
23510 - Locksmith	23.60
23530 - Machinery Maintenance	25.96
Mechanic	
23550 - Machinist Maintenance	27.46

23580 - Maintenance Trades Helper	18.59
23591 - Metrology Technician I	24.86
23592 - Metrology Technician II	26.13
23593 - Metrology Technician III	27.49
23640 - Millwright	29.97
23710 - Office Appliance Repairer	23.60
23760 - Painter Maintenance	25.96
23790 - Pipefitter Maintenance	34.10
23810 - Plumber Maintenance	32.36
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	27.57
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker	29.95
Maintenance	
23910 - Small Engine Mechanic	22.15
23931 - Telecommunications Mechanic	27.78
I	2,0,0
23932 - Telecommunications Mechanic	28.89
II	20.00
23950 - Telephone Lineman	27.68
23960 - Welder Combination	19.93
Maintenance	13.33
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	19.85
24000 - Personal Needs Occupations	13.00
24550 - Case Manager	16.09
24570 - Child Care Attendant	11.61
24580 - Child Care Center Clerk	14.44
24610 - Chore Aide	11.46
24620 - Family Readiness And Support	16.09
Services	
Coordinator	
24630 - Homemaker	16.09
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.95
25040 - Sewage Plant Operator	24.22
25070 - Stationary Engineer	29.95
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant	24.22
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.86
27007 - Baggage Inspector	14.64
27008 - Corrections Officer	28.70
27010 - Court Security Officer	28.70
27030 - Detection Dog Handler	16.98
27040 - Detention Officer	28.70
27070 - Firefighter	27.04
2,0,0 Littlighton	27.01

27101 - Guard I			14.64
27102 - Guard II			16.98
27131 - Police Officer I			30.33
27132 - Police Officer II			33.11
28000 - Recreation Occupations			00.11
28041 - Carnival Equipment Operator			14.11
28042 - Carnival Equipment Repairer			15.05
28043 - Carnival Worker			11.02
28210 - Gate Attendant/Gate Tender			16.44
28310 - Lifeguard			13.38
28350 - Park Attendant (Aide)			18.27
28510 - Recreation Aide/Health			12.27
Facility Attendant			12.21
28515 - Recreation Specialist			20.82
28630 - Sports Official			14.64
28690 - Swimming Pool Operator			23.25
29000 - Stevedoring/Longshoremen			23.23
Occupational Services			
29010 - Blocker And Bracer			23.75
29010 - Blocker And Bracer 29020 - Hatch Tender			23.75
29030 - Line Handler			23.75
29030 - Line Handler 29041 - Stevedore I			
			22.40
29042 - Stevedore II			25.07
30000 - Technical Occupations	,	0.1	4.4.60
30010 - Air Traffic Control	(see	∠)	44.68
Specialist Center (HFO)	,	0.1	20 01
30011 - Air Traffic Control	(see	∠)	30.81
Specialist Station (HFO)			22 22
30012 - Air Traffic Control			33.93
Specialist Terminal (HFO) (see 2)			17 (1
30021 - Archeological Technician I			17.64
30022 - Archeological Technician II			19.73
30023 - Archeological Technician III			26.32
30030 - Cartographic Technician			26.33
30040 - Civil Engineering Technician			25.64
30051 - Cryogenic Technician I			23.80
30052 - Cryogenic Technician II			26.29
30061 - Drafter/CAD Operator I			17.64
30062 - Drafter/CAD Operator II			19.73
30063 - Drafter/CAD Operator III			21.99
30064 - Drafter/CAD Operator IV			28.96
30081 - Engineering Technician I			18.16
30082 - Engineering Technician II			20.39
30083 - Engineering Technician III			22.81
30084 - Engineering Technician IV			28.26
30085 - Engineering Technician V			34.56
30086 - Engineering Technician VI			45.66
30090 - Environmental Technician			23.93
30095 - Evidence Control Specialist			21.49
30210 - Laboratory Technician			22.13

30221 - Latent Fingerprint Technician I	23.80
30222 - Latent Fingerprint	26.29
Technician II	20.23
30240 - Mathematical Technician	26.15
30361 - Paralegal/Legal Assistant I	21.05
30362 - Paralegal/Legal Assistant II	26.08
30363 - Paralegal/Legal Assistant	31.89
III	31.03
30364 - Paralegal/Legal Assistant IV	38.59
30375 - Petroleum Supply Specialist	26.29
30390 - Photo-Optics Technician	26.33
30395 - Radiation Control Technician	26.29
30461 - Technical Writer I	27.48
30462 - Technical Writer II	33.60
30463 - Technical Writer III	40.66
30491 - Unexploded Ordnance (UXO)	28.39
Technician I	20.39
30492 - Unexploded Ordnance (UXO)	34.35
Technician II	34.33
30493 - Unexploded Ordnance (UXO)	41.18
Technician III	41.10
	28.39
30494 - Unexploded (UXO) Safety	20.39
Escort Control of the Carry Co	20 20
30495 - Unexploded (UXO) Sweep	28.39
Personnel	20 06
30501 - Weather Forecaster I	28.96
30502 - Weather Forecaster II	35.23
30620 - Weather Observer Combined (see 2)	21.99
Upper Air Or	
Surface Programs	0.4.4.4
30621 - Weather Observer Senior (see 2)	24.44
31000 - Transportation/Mobile	
Equipment Operation Occupations	04 05
31010 - Airplane Pilot	34.35
31020 - Bus Aide	18.36
31030 - Bus Driver	23.28
31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	14.92
31290 - Shuttle Bus Driver	20.81
31310 - Taxi Driver	19.51
31361 - Truckdriver Light	20.81
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	26.83
31364 - Truckdriver Tractor-Trailer	26.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.75
99030 - Cashier	10.06
00050 5 1 61 1	
99050 - Desk Clerk 99095 - Embalmer	11.94 32.31

99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker I	20.72
99252 - Laboratory Animal Caretaker II	22.12
99260 - Marketing Analyst	26.08
99310 - Mortician	32.31
99410 - Pest Controller	25.55
99510 - Photofinishing Worker	14.92
99710 - Recycling Laborer	20.89
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.11
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	17.46
99830 - Survey Party Chief	23.57
99831 - Surveying Aide	16.71
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	22.41
99841 - Vending Machine Repairer	27.08
99842 - Vending Machine Repairer Helper	22.41

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

Daniel W. Simms Director

| Wage Determination No.: 2015-4799

Division of | Revision No.: 16

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

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

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

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

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

State: Indiana

Area: Indiana County of Delaware

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.05
01020 - Administrative Assistant		23.40
01035 - Court Reporter		18.14
01041 - Customer Service		13.35
Representative I		
01042 - Customer Service		14.57
Representative II		

01043 - Customer Service	16.37
Representative III	10.07
01051 - Data Entry Operator I	13.28
01052 - Data Entry Operator II	14.71
01060 - Dispatcher Motor Vehicle	18.47
01070 - Document Preparation Clerk	15.46
01090 - Duplicating Machine Operator	15.46
01111 - General Clerk I	13.47
01112 - General Clerk II	14.70
01113 - General Clerk III	16.51
01120 - Housing Referral Assistant	20.59
01141 - Messenger Courier	11.99
01191 - Order Clerk I	13.48
01192 - Order Clerk II	15.84
01261 - Personnel Assistant	16.11
(Employment) I	
01262 - Personnel Assistant	18.02
(Employment) II	
01263 - Personnel Assistant	20.09
(Employment) III	
01270 - Production Control Clerk	21.18
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	16.51
01311 - Secretary I	16.51
01312 - Secretary II	18.47
01313 - Secretary III	20.59
01320 - Service Order Dispatcher	17.76
01410 - Supply Technician	23.40
01420 - Survey Worker	16.49
01460 - Switchboard	13.61
Operator/Receptionist	
01531 - Travel Clerk I	13.87
01532 - Travel Clerk II	14.82
01533 - Travel Clerk III	15.80
01611 - Word Processor I	14.35
01612 - Word Processor II	16.11
01613 - Word Processor III	18.02
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.67
Fiberglass	
	rician 20.01
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.39
05110 - Mobile Equipment Servicer	17.72
05130 - Motor Equipment Metal	20.84
Mechanic	10.00
05160 - Motor Equipment Metal Worker	19.39
05190 - Motor Vehicle Mechanic	20.84
05220 - Motor Vehicle Mechanic	17.09
Helper	

05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter Automotive	21.87
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	19.39
05370 - Radiator Repair Specialist	14.84
05400 - Transmission Repair	20.84
Specialist	20.01
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.07
07041 - Cook I	13.70
07042 - Cook II	15.21
07070 - Dishwasher	9.93
07130 - Food Service Worker	11.42
07210 - Meat Cutter	17.61
07260 - Waiter/Waitress	10.05
09000 - Furniture Maintenance And	20.00
Repair Occupations	
09010 - Electrostatic Spray Painter	22.35
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	22.35
09090 - Furniture Refinisher Helper	17.99
09110 - Furniture Repairer Minor	20.33
09130 - Upholsterer	22.35
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.62
11060 - Elevator Operator	15.83
11090 - Gardener	17.09
11122 - Housekeeping Aide	14.39
11150 - Janitor	14.39
11210 - Laborer Grounds Maintenance	13.34
11240 - Maid or Houseman	10.36
11260 - Pruner	11.99
11270 - Tractor Operator	16.02
11330 - Trail Maintenance Worker	13.34
11360 - Window Cleaner	16.01
12000 - Health Occupations	
12010 - Ambulance Driver	19.79
12011 - Breath Alcohol Technician	19.79
12012 - Certified Occupational	27.15
Therapist Assistant	
12015 - Certified Physical Therapist	30.34
Assistant	
12020 - Dental Assistant	18.92
12025 - Dental Hygienist	34.85
12030 - EKG Technician	29.99
12035 - Electroneurodiagnostic	29.99
Technologist	

12040 - Emergency Medical Technician	19.79
12071 - Licensed Practical Nurse I	17.70
12072 - Licensed Practical Nurse II	19.79
12073 - Licensed Practical Nurse III	22.06
12100 - Medical Assistant	15.00
12130 - Medical Laboratory	21.22
Technician	
12160 - Medical Record Clerk	16.01
12190 - Medical Record Technician	18.88
12195 - Medical Transcriptionist	17.70
12210 - Nuclear Medicine	43.50
Technologist	
12221 - Nursing Assistant I	12.07
12222 - Nursing Assistant II	13.56
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.62
12235 - Optical Dispenser	16.12
12236 - Optical Technician	17.70
12250 - Pharmacy Technician	15.85
12280 - Phlebotomist	17.70
12305 - Radiologic Technologist	29.99
12311 - Registered Nurse I	24.52
12312 - Registered Nurse II	29.99
12313 - Registered Nurse II	29.99
Specialist	
12314 - Registered Nurse III	36.30
12315 - Registered Nurse III	36.30
Anesthetist	
12316 - Registered Nurse IV	43.50
12317 - Scheduler (Drug and Alcohol	24.52
Testing)	
12320 - Substance Abuse Treatment	20.38
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.39
13012 - Exhibits Specialist II	22.79
13013 - Exhibits Specialist III	27.87
13041 - Illustrator I	19.93
13042 - Illustrator II	24.69
13043 - Illustrator III	30.20
13047 - Librarian	25.23
13050 - Library Aide/Clerk	14.62
13054 - Library Information	25.49
Technology Systems	
Administrator	
13058 - Library Technician	16.69
13061 - Media Specialist I	16.44
13062 - Media Specialist II	18.39
13063 - Media Specialist III	20.51

13071 - Photographer I			16.44
13072 - Photographer II			18.39
13073 - Photographer III			22.79
13074 - Photographer IV			27.87
13075 - Photographer V			33.72
13090 - Technical Order Library			15.85
Clerk			
13110 - Video Teleconference			18.13
Technician			
14000 - Information Technology			
Occupations			
14041 - Computer Operator I			19.33
14042 - Computer Operator II			21.61
14043 - Computer Operator III			24.09
14044 - Computer Operator IV			26.77
14045 - Computer Operator V			29.65
14071 - Computer Programmer I	(see	1)	23.26
14072 - Computer Programmer II	(see	·	
14073 - Computer Programmer III	(see	•	
14074 - Computer Programmer IV	(see	•	
14101 - Computer Systems Analyst I	(see	•	
14102 - Computer Systems Analyst II	(see	•	
14102 - Computer Systems Analyst III	(see	·	
14103 - Computer Systems Analyst III 14150 - Peripheral Equipment	(See	1	19.33
			19.55
Operator			26.77
14160 - Personal Computer Support			20.11
Technician			00 07
14170 - System Support Specialist			29.27
15000 - Instructional Occupations			00 60
15010 - Aircrew Training Devices			29.63
Instructor (Non-Rated)			25 24
15020 - Aircrew Training Devices			35.84
Instructor (Rated)			10 00
15030 - Air Crew Training Devices			42.96
Instructor (Pilot)			
15050 - Computer Based Training			29.63
Specialist / Instructor			
15060 - Educational Technologist			30.94
15070 - Flight Instructor (Pilot)			42.96
15080 - Graphic Artist			23.97
15085 - Maintenance Test Pilot Fixed			39.02
Jet/Prop			
15086 - Maintenance Test Pilot			39.02
Rotary Wing			
15088 - Non-Maintenance Test/Co-			39.02
Pilot			
15090 - Technical Instructor			22.96
15095 - Technical Instructor/Course			28.09
Developer			
15110 - Test Proctor			18.54

15120 - Tutor	18.54
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.46
Room)	
19040 - Tool And Die Maker	30.19
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.63
21030 - Material Coordinator	21.18
21040 - Material Expediter	21.18
21050 - Material Handling Laborer	15.55
21071 - Order Filler	13.04
21080 - Production Line Worker (Food	17.63
Processing)	
21110 - Shipping Packer	16.00
21130 - Shipping/Receiving Clerk	16.00
21140 - Store Worker I	15.50
21150 - Stock Clerk	21.40
21210 - Tools And Parts Attendant	17.63
21410 - Warehouse Specialist	17.63
23000 - Mechanics And Maintenance And	1 / • 00
Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23019 - Aircraft Logs and Records	26.52
Technician	20.02
23021 - Aircraft Mechanic I	29.80
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.03
23040 - Aircraft Mechanic Helper	24.43
23050 - Aircraft Painter	29.05
23060 - Aircraft Servicer	26.52
23070 - Aircraft Survival Flight	29.05
Equipment Technician	
23080 - Aircraft Worker	27.71
	2,.1

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	27.71
I	0.0
23092 - Aircrew Life Support	29.80
Equipment (ALSE) Mechanic	
II	0.4.40
23110 - Appliance Mechanic	24.40
23120 - Bicycle Repairer	20.89
23125 - Cable Splicer	25.63
23130 - Carpenter Maintenance	22.00
23140 - Carpet Layer	23.18
23160 - Electrician Maintenance	28.73
23181 - Electronics Technician	23.75
Maintenance I	05.04
23182 - Electronics Technician	25.84
Maintenance II	0.6.00
23183 - Electronics Technician	26.89
Maintenance III	00.10
23260 - Fabric Worker	22.12
23290 - Fire Alarm System Mechanic	25.63
23310 - Fire Extinguisher Repairer	20.89
23311 - Fuel Distribution System	25.63
Mechanic	
23312 - Fuel Distribution System	20.89
Operator	
23370 - General Maintenance Worker	18.38
23380 - Ground Support Equipment	29.80
Mechanic	
23381 - Ground Support Equipment	26.52
Servicer	
23382 - Ground Support Equipment	27.71
Worker	
23391 - Gunsmith I	20.89
23392 - Gunsmith II	23.18
23393 - Gunsmith III	25.63
23410 - Heating Ventilation And Air-	23.59
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.44
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.63
23440 - Heavy Equipment Operator	32.83
23460 - Instrument Mechanic	25.63
23465 - Laboratory/Shelter Mechanic	24.40
23470 - Laborer	15.31
23510 - Locksmith	24.40
23530 - Machinery Maintenance	28.94
Mechanic	
23550 - Machinist Maintenance	22.01

23580 - Maintenance Trades Helper	19.58
23591 - Metrology Technician I	25.63
23592 - Metrology Technician II	26.56
23593 - Metrology Technician III	27.49
23640 - Millwright	28.58
23710 - Office Appliance Repairer	24.40
23760 - Painter Maintenance	21.98
23790 - Pipefitter Maintenance	28.16
23810 - Plumber Maintenance	26.81
23820 - Pneudraulic Systems Mechanic	25.63
23850 - Rigger	25.63
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker	25.63
Maintenance	23.03
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic	25.63
	23.03
I 23932 - Telecommunications Mechanic	26.56
	26.56
II	25 (2
23950 - Telephone Lineman	25.63
23960 - Welder Combination	21.80
Maintenance	05.60
23965 - Well Driller	25.63
23970 - Woodcraft Worker	25.63
23980 - Woodworker	20.89
24000 - Personal Needs Occupations	
24550 - Case Manager	16.87
24570 - Child Care Attendant	13.09
24580 - Child Care Center Clerk	16.31
24610 - Chore Aide	11.65
24620 - Family Readiness And Support	16.87
Services	
Coordinator	
24630 - Homemaker	16.87
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.63
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	25.63
25190 - Ventilation Equipment Tender	19.58
25210 - Water Treatment Plant	21.19
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.98
27007 - Baggage Inspector	17.85
27008 - Corrections Officer	24.32
27010 - Court Security Officer	24.32
27030 - Detection Dog Handler	19.98
27040 - Detention Officer	24.32
27070 - Firefighter	24.32
	21.52

27101 - Guard I			17.85
27102 - Guard II			19.98
27131 - Police Officer I			23.19
27132 - Police Officer II			25.74
28000 - Recreation Occupations			20.71
28041 - Carnival Equipment Operator			14.39
28042 - Carnival Equipment Repairer			15.36
28043 - Carnival Worker			11.08
28210 - Gate Attendant/Gate Tender			15.46
28310 - Lifequard			12.76
28350 - Park Attendant (Aide)			17.28
28510 - Recreation Aide/Health			12.35
Facility Attendant			12.55
28515 - Recreation Specialist			19.85
28630 - Sports Official			13.76
28690 - Swimming Pool Operator			22.13
29000 - Stevedoring/Longshoremen			22.13
Occupational Services			
29010 - Blocker And Bracer			24.18
29010 - Blocker And Bracer 29020 - Hatch Tender			24.18
29020 - Hatch Tender 29030 - Line Handler			24.18
29030 - Line Handler 29041 - Stevedore I			
			22.12
29042 - Stevedore II			25.14
30000 - Technical Occupations	,	0.)	40 60
30010 - Air Traffic Control	(see	∠)	40.62
Specialist Center (HFO)	,	0.)	00 01
30011 - Air Traffic Control	(see	۷)	28.01
Specialist Station (HFO)			20 05
30012 - Air Traffic Control			30.85
Specialist Terminal (HFO) (see 2)			10 50
30021 - Archeological Technician I			18.58
30022 - Archeological Technician II			21.49
30023 - Archeological Technician III			25.75
30030 - Cartographic Technician			25.75
30040 - Civil Engineering Technician			22.58
30051 - Cryogenic Technician I			21.74
30052 - Cryogenic Technician II			24.01
30061 - Drafter/CAD Operator I			18.58
30062 - Drafter/CAD Operator II			21.49
30063 - Drafter/CAD Operator III			23.17
30064 - Drafter/CAD Operator IV			28.52
30081 - Engineering Technician I			16.48
30082 - Engineering Technician II			18.50
30083 - Engineering Technician III			21.32
30084 - Engineering Technician IV			27.03
30085 - Engineering Technician V			31.36
30086 - Engineering Technician VI			37.94
30090 - Environmental Technician			22.09
30095 - Evidence Control Specialist			19.63
30210 - Laboratory Technician			18.86

20001 Tobart Birmannint	01 71
30221 - Latent Fingerprint Technician I	21.74
30222 - Latent Fingerprint	24.01
Technician II	24.01
	OF 70
30240 - Mathematical Technician	25.78
30361 - Paralegal/Legal Assistant I	17.68
30362 - Paralegal/Legal Assistant II	21.90
30363 - Paralegal/Legal Assistant	26.79
III	00 10
30364 - Paralegal/Legal Assistant IV	32.42
30375 - Petroleum Supply Specialist	24.01
30390 - Photo-Optics Technician	25.75
30395 - Radiation Control Technician	24.01
30461 - Technical Writer I	21.24
30462 - Technical Writer II	25.98
30463 - Technical Writer III	31.44
30491 - Unexploded Ordnance (UXO)	25.82
Technician I	
30492 - Unexploded Ordnance (UXO)	31.24
Technician II	
30493 - Unexploded Ordnance (UXO)	37.44
Technician III	
30494 - Unexploded (UXO) Safety	25.82
Escort	
30495 - Unexploded (UXO) Sweep	25.82
Personnel	
30501 - Weather Forecaster I	28.52
30502 - Weather Forecaster II	34.69
30620 - Weather Observer Combined (see 2)	23.17
Upper Air Or	2012
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.75
31000 - Transportation/Mobile	20.70
Equipment Operation Occupations	
31010 - Airplane Pilot	31.24
31020 - Bus Aide	16.24
31030 - Bus Driver	22.04
31043 - Driver Courier	16.07
31260 - Parking and Lot Attendant	14.59
_	
31290 - Shuttle Bus Driver	17.52
31310 - Taxi Driver	15.05
31361 - Truckdriver Light	17.52
31362 - Truckdriver Medium	22.44
31363 - Truckdriver Heavy	23.09
31364 - Truckdriver Tractor-Trailer	23.09
99000 - Miscellaneous Occupations	
-	4
99020 - Cabin Safety Specialist	15.23
99020 - Cabin Safety Specialist 99030 - Cashier	10.58
99020 - Cabin Safety Specialist	

99130 - Flight Follower	25.82
99251 - Laboratory Animal Caretaker I	14.69
99252 - Laboratory Animal Caretaker II	15.68
99260 - Marketing Analyst	28.04
99310 - Mortician	26.25
99410 - Pest Controller	25.65
99510 - Photofinishing Worker	13.57
99710 - Recycling Laborer	19.44
99711 - Recycling Specialist	23.35
99730 - Refuse Collector	17.47
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	17.29
99830 - Survey Party Chief	22.50
99831 - Surveying Aide	13.85
99832 - Surveying Technician	18.05
99840 - Vending Machine Attendant	23.35
99841 - Vending Machine Repairer	27.64
99842 - Vending Machine Repairer Helper	23.35

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

Daniel W. Simms Director

| Wage Determination No.: 2015-4801 Division of | Revision No.: 16

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

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

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

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

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

State: Indiana

Area: Indiana Counties of Clay Sullivan Vermillion Vigo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.41
01012 - Accounting Clerk II		16.19
01013 - Accounting Clerk III		18.10
01020 - Administrative Assistant		22.88
01035 - Court Reporter		18.32
01041 - Customer Service		12.62
Representative I		
01042 - Customer Service		13.85
Representative II		

01043 - Customer Service		15.49
Representative III 01051 - Data Entry Operator I		13.28
01051 - Data Entry Operator II		14.71
01060 - Dispatcher Motor Vehicle		20.50
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		13.22
01112 - General Clerk II		14.45
01113 - General Clerk III		15.92
01120 - Housing Referral Assistant		20.59
01141 - Messenger Courier		13.60
01191 - Order Clerk I		13.57
01192 - Order Clerk II		15.84
01261 - Personnel Assistant		16.27
(Employment) I		
01262 - Personnel Assistant		18.21
(Employment) II		
01263 - Personnel Assistant		20.30
(Employment) III		
01270 - Production Control Clerk		27.94
01290 - Rental Clerk		15.07
01300 - Scheduler Maintenance		16.51
01311 - Secretary I		16.51
01312 - Secretary II		18.47
01313 - Secretary III		20.59
01320 - Service Order Dispatcher		18.33
01410 - Supply Technician		22.88
01420 - Survey Worker		17.15
01460 - Switchboard		13.61
Operator/Receptionist		10 00
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		14.34
01612 - Word Processor II		16.11
01613 - Word Processor III		18.01
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		21.67
Fiberglass		21.07
05010 - Automotive	Electrician	20.01
05040 - Automotive Glass Installer	Elecciician	19.42
05070 - Automotive Worker		19.39
05110 - Mobile Equipment Servicer		17.72
05130 - Motor Equipment Metal		20.84
Mechanic		
05160 - Motor Equipment Metal Worker		19.39
05190 - Motor Vehicle Mechanic		20.84
05220 - Motor Vehicle Mechanic		17.09
Helper		

05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter Automotive	21.87
05310 Fainter Automotive 05340 - Radiator Repair Specialist	19.39
05370 - Tire Repairer	14.84
05400 - Transmission Repair	20.84
Specialist	20.01
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.52
07041 - Cook I	11.84
07042 - Cook II	13.15
07070 - Dishwasher	10.07
07130 - Food Service Worker	11.04
07210 - Meat Cutter	15.72
07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.57
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	22.57
09090 - Furniture Refinisher Helper	18.31
09110 - Furniture Repairer Minor	20.73
09130 - Upholsterer	22.57
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.30
11060 - Elevator Operator	12.30
11090 - Gardener	15.66
11122 - Housekeeping Aide	12.42
11150 - Janitor	12.42
11210 - Laborer Grounds Maintenance	12.22
11240 - Maid or Houseman	10.85
11260 - Pruner	
11270 - Tractor Operator 11330 - Trail Maintenance Worker	14.68 12.22
11360 - Window Cleaner	13.80
12000 - Window Cleaner 12000 - Health Occupations	13.00
12010 - Ambulance Driver	16.78
12010 Immediated Diver	19.75
12012 - Certified Occupational	29.03
Therapist Assistant	
12015 - Certified Physical Therapist	29.41
Assistant	
12020 - Dental Assistant	17.49
12025 - Dental Hygienist	35.20
12030 - EKG Technician	26.39
12035 - Electroneurodiagnostic	26.39
Technologist	

12040 - Emergency Medical Technician	16.78
12071 - Licensed Practical Nurse I	17.66
12072 - Licensed Practical Nurse II	19.75
12073 - Licensed Practical Nurse III	22.01
12100 - Medical Assistant	15.51
12130 - Medical Laboratory	19.29
Technician	
12160 - Medical Record Clerk	19.38
12190 - Medical Record Technician	21.67
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine	43.40
Technologist	
12221 - Nursing Assistant I	11.65
12222 - Nursing Assistant II	13.09
12223 - Nursing Assistant III	14.28
12224 - Nursing Assistant IV	16.04
12235 - Optical Dispenser	19.75
12236 - Optical Technician	17.66
12250 - Pharmacy Technician	14.84
12280 - Phlebotomist	17.82
12305 - Radiologic Technologist	28.40
12311 - Registered Nurse I	24.63
12312 - Registered Nurse II	30.13
12313 - Registered Nurse II	30.13
Specialist	
12314 - Registered Nurse III	36.46
12315 - Registered Nurse III	36.46
Anesthetist	
12316 - Registered Nurse IV	43.69
12317 - Scheduler (Drug and Alcohol	24.45
Testing)	
12320 - Substance Abuse Treatment	21.57
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.29
13012 - Exhibits Specialist II	22.65
13013 - Exhibits Specialist III	27.72
13041 - Illustrator I	19.93
13042 - Illustrator II	24.69
13043 - Illustrator III	30.20
13047 - Librarian	25.09
13050 - Library Aide/Clerk	14.56
13054 - Library Information	25.49
Technology Systems	20.40
Administrator	
13058 - Library Technician	16.41
13061 - Media Specialist I	16.35
13061 - Media Specialist I 13062 - Media Specialist II	18.29
13062 - Media Specialist II 13063 - Media Specialist III	20.38
12002 - Media Specialist III	20.30

13071 - Photographer I		16.35
13072 - Photographer II		18.29
13073 - Photographer III		22.65
13074 - Photographer IV		27.72
13075 - Photographer V		33.53
13090 - Technical Order Library		15.74
Clerk		
13110 - Video Teleconference		18.13
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.19
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		23.83
14045 - Computer Operator V		27.51
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	27.10
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14150 - Computer Systems Analyst III 14150 - Peripheral Equipment	(see I)	17.19
		17.19
Operator		24 52
14160 - Personal Computer Support		24.52
Technician		20 26
14170 - System Support Specialist		30.26
15000 - Instructional Occupations		20 62
15010 - Aircrew Training Devices		29.63
Instructor (Non-Rated)		25 04
15020 - Aircrew Training Devices		35.84
Instructor (Rated)		40.06
15030 - Air Crew Training Devices		42.96
Instructor (Pilot)		0.0
15050 - Computer Based Training		29.63
Specialist / Instructor		
15060 - Educational Technologist		30.94
15070 - Flight Instructor (Pilot)		42.96
15080 - Graphic Artist		21.39
15085 - Maintenance Test Pilot Fixed		41.76
Jet/Prop		
15086 - Maintenance Test Pilot		41.76
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.76
Pilot		
15090 - Technical Instructor		26.29
15095 - Technical Instructor/Course		32.18
Developer		
15110 - Test Proctor		21.24

15120 - Tutor	21.24
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.70
Room)	
19040 - Tool And Die Maker	30.19
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.63
21030 - Material Coordinator	27.94
21040 - Material Expediter	27.94
21050 - Material Handling Laborer	15.55
21071 - Order Filler	13.04
21080 - Production Line Worker (Food	17.63
Processing)	
21110 - Shipping Packer	16.72
21130 - Shipping/Receiving Clerk	16.72
21140 - Store Worker I	15.40
21150 - Stock Clerk	21.24
21210 - Tools And Parts Attendant	17.63
21410 - Warehouse Specialist	17.63
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23019 - Aircraft Logs and Records	26.52
Technician	
23021 - Aircraft Mechanic I	29.80
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.03
23040 - Aircraft Mechanic Helper	24.43
23050 - Aircraft Painter	29.05
23060 - Aircraft Servicer	26.52
23070 - Aircraft Survival Flight	29.05
Equipment Technician	
23080 - Aircraft Worker	27.71

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	27.71
I	
23092 - Aircrew Life Support	29.80
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.70
23120 - Bicycle Repairer	21.87
23125 - Cable Splicer	27.02
23130 - Carpenter Maintenance	22.85
23140 - Carpet Layer	24.32
23160 - Electrician Maintenance	34.97
23181 - Electronics Technician	28.74
Maintenance I	01 06
23182 - Electronics Technician	31.26
Maintenance II	00 54
23183 - Electronics Technician	32.54
Maintenance III	
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	27.02
23310 - Fire Extinguisher Repairer	21.87
23311 - Fuel Distribution System	27.02
Mechanic	
23312 - Fuel Distribution System	21.87
Operator	
23370 - General Maintenance Worker	18.37
23380 - Ground Support Equipment	29.80
Mechanic	0.6. 5.0
23381 - Ground Support Equipment	26.52
Servicer	07 71
23382 - Ground Support Equipment	27.71
Worker	01 07
23391 - Gunsmith I	21.87
23392 - Gunsmith II	24.32
23393 - Gunsmith III	27.02
23410 - Heating Ventilation And Air-	21.76
Conditioning Mechanic	
	22.54
23411 - Heating Ventilation And Air	22.54
Contidioning Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.59
23440 - Heavy Equipment Operator	31.98
23460 - Instrument Mechanic	27.02
23465 - Laboratory/Shelter Mechanic	27.02
23470 - Laborar Mechanic	14.28
23510 - Locksmith	25.70
23530 - Machinery Maintenance	28.94
Mechanic	20.94
23550 - Machinist Maintenance	21.90
2000 McChilliage Maintenance	21.70

23580 - Maintenance Trades Helper	20.51
23591 - Metrology Technician I	27.02
23592 - Metrology Technician II	28.00
23593 - Metrology Technician III	28.98
23640 - Millwright	28.58
23710 - Office Appliance Repairer	25.70
23760 - Painter Maintenance	24.52
23790 - Pipefitter Maintenance	33.32
23810 - Plumber Maintenance	31.00
23820 - Pneudraulic Systems Mechanic	27.02
23850 - Rigger	27.02
23870 - Scale Mechanic	24.32
23890 - Sheet-Metal Worker	27.02
Maintenance	27.02
23910 - Small Engine Mechanic	24.32
23931 - Telecommunications Mechanic	28.59
	20.39
I 23932 - Telecommunications Mechanic	29.61
	29.61
II	07.00
23950 - Telephone Lineman	27.02
23960 - Welder Combination	21.37
Maintenance	0.00
23965 - Well Driller	27.02
23970 - Woodcraft Worker	27.02
23980 - Woodworker	21.87
24000 - Personal Needs Occupations	
24550 - Case Manager	14.58
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	11.33
24620 - Family Readiness And Support	14.58
Services	
Coordinator	
24630 - Homemaker	16.18
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.02
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	27.02
25190 - Ventilation Equipment Tender	19.38
25210 - Water Treatment Plant	21.19
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.44
27007 - Baggage Inspector	13.84
27008 - Corrections Officer	20.18
27010 - Court Security Officer	21.53
27030 - Detection Dog Handler	17.42
27040 - Detention Officer	20.18
27070 - Firefighter	22.88
•	

27101 - Guard I		13.84
27101 - Guard I 27102 - Guard II		17.42
27102 - Guard II 27131 - Police Officer I		23.19
27132 - Police Officer II		25.74
28000 - Recreation Occupations		10 20
28041 - Carnival Equipment Operator		12.39
28042 - Carnival Equipment Repairer		13.21
28043 - Carnival Worker		9.28
28210 - Gate Attendant/Gate Tender		15.46
28310 - Lifeguard		12.16
28350 - Park Attendant (Aide)		17.28
28510 - Recreation Aide/Health		12.35
Facility Attendant		
28515 - Recreation Specialist		20.16
28630 - Sports Official		13.76
28690 - Swimming Pool Operator		18.29
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		24.32
29020 - Hatch Tender		24.32
29030 - Line Handler		24.32
29041 - Stevedore I		23.20
29042 - Stevedore II		25.70
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		18.58
30022 - Archeological Technician II		21.49
30023 - Archeological Technician III		25.75
30030 - Cartographic Technician		25.75
30040 - Civil Engineering Technician		23.18
30051 - Cryogenic Technician I		25.68
30052 - Cryogenic Technician II		28.36
30061 - Drafter/CAD Operator I		18.58
30062 - Drafter/CAD Operator II		21.49
30063 - Drafter/CAD Operator III		23.17
30064 - Drafter/CAD Operator IV		28.52
30081 - Engineering Technician I		16.48
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		27.03
30085 - Engineering Technician V		31.36
30086 - Engineering Technician VI		37.94
30090 - Environmental Technician		23.18
30095 - Evidence Control Specialist		23.18
30210 - Laboratory Technician		23.74

Technician II 30240 - Mathematical Technician 25.78 30361 - Paralegal/Legal Assistant I 23.35 30362 - Paralegal/Legal Assistant II 23.35 30363 - Paralegal/Legal Assistant II 23.35 30363 - Paralegal/Legal Assistant IV 34.56 30375 - Petroleum Supply Specialist 28.36 30390 - Photo-Optics Technician 25.75 30395 - Radiation Control Technician 28.36 30461 - Technical Writer II 28.36 30461 - Technical Writer II 28.36 30462 - Technical Writer II 34.31 30491 - Unexploded Ordnance (UXO) 30.98 Technician II 30492 - Unexploded Ordnance (UXO) 37.13 Technician III 30493 - Unexploded Ordnance (UXO) 37.13 Technician III 30494 - Unexploded (UXO) Safety 25.60 Tesontel 25.60 Technician III 30501 - Weather Forecaster II 34.69 30502 - Weather Observer Combined (see 2) 23.17 Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 25.75 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 30.98 31020 - Bus Aide 31260 - Parking and Lot Attendant 3166 31290 - Shuttle Bus Driver 31.31 31361 - Truckdriver Light 31.31 31361 - Truckdriver Light 31.36 31.362 - Truckdriver Medium 31.363 - Truckdriver Heavy 24.80 31.363 - Truckdriver Heavy 24.80 31.364 - Truckdriver Heavy 24.80 31.364 - Truckdriver Heavy 24.80 31.364 - Truckdriver Tractor-Trailer 39000 - Cashier 99000 - Desk Clerk 11.33	30221 - Latent Fingerprint Technician I	25.68
Technician II 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I 30362 - Paralegal/Legal Assistant II 23.35 30363 - Paralegal/Legal Assistant II 30364 - Paralegal/Legal Assistant IV 34.56 30375 - Petroleum Supply Specialist 28.36 30390 - Photo-Optics Technician 25.75 30395 - Radiation Control Technician 30461 - Technical Writer II 30462 - Technical Writer II 30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) 30.98 Technician II 30492 - Unexploded Ordnance (UXO) 30.98 Technician II 30493 - Unexploded Ordnance (UXO) 30.98 Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Safety 25.60 Escort 30495 - Unexploded (UXO) Sweep 25.60 Escort 30501 - Weather Forecaster I 30501 - Weather Forecaster I 30620 - Weather Forecaster II 30620 - Weather Observer Combined (see 2) 30501 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31010 - Bus Aide 31020 - Bus Aide 31030 - Bus Driver 31130 - Bus Driver 311310 - Taxi Driver 31316 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Heavy 31365 - Truckdriver Heavy 31367 - Truckdriver Heavy 31368 - Truckdriver Heavy 31369 - Cashier 39000 - Cashier		28 36
30240 - Mathematical Technician 25.78		20.50
30361 - Paralegal/Legal Assistant I 23.35		25 70
30362 - Paralegal/Legal Assistant II 23.35		
30363 - Paralegal/Legal Assistant 28.57 III 30364 - Paralegal/Legal Assistant IV 34.56 30375 - Petroleum Supply Specialist 28.36 30390 - Photo-Optics Technician 25.75 30395 - Radiation Control Technician 28.36 30461 - Technical Writer I 23.18 30462 - Technical Writer II 28.36 30463 - Technical Writer III 34.31 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 Ordnance (UXO) 37.13 Technician III 30494 - Unexploded (UXO) Safety 25.60 Tesort 28.52 30502 - Weather Forecaster I 34.69 30620 - Weather Forecaster II 34.69 30620 - Weather Observer Combined (see 2) 23.17 Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 25.75 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 30.98 31020 - Bus Aide 16.24 31030 - Bus Driver 31043 - Driver Courier 17.43 31260 - Parking and Lot Attendant 15.66 31290 - Shuttle Bus Driver 17.52 31310 - Taxi Driver 11.31 31361 - Truckdriver Light 18.59 31362 - Truckdriver Medium 22.44 31363 - Truckdriver Medium 22.44 31363 - Truckdriver Medium 24.80 99000 - Miscellaneous Occupations 99020 - Cashier 90030 - Cashier 10.60 99050 - Desk Clerk 11.33 3161 - Truckdriver Tractor-Trailer 24.80 99030 - Cashier 10.60 99050 - Desk Clerk 11.33 31.61 - Truckdriver Tractor-Trailer 24.80 99030 - Cashier 10.60 99050 - Desk Clerk 11.33		
Name		
30364 - Paralegal/Legal Assistant IV 34.56		20.57
30375 - Petroleum Supply Specialist 28.36 30390 - Photo-Optics Technician 25.75 30395 - Radiation Control Technician 28.36 30461 - Technical Writer I 28.36 30462 - Technical Writer II 34.31 30462 - Technical Writer III 34.31 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 Escort 30501 - Weather Forecaster I 28.52 30502 - Weather Forecaster I 34.69 30620 - Weather Forecaster II 34.69 30620 - Weather Observer Combined (see 2) 23.17 Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 25.75 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 30.98 31020 - Bus Aide 31030 - Bus Driver 23.67 31043 - Driver Courier 31.43 31260 - Parking and Lot Attendant 35.66 31290 - Shuttle Bus Driver 31.31 31361 - Truckdriver Light 31.361 31.362 - Truckdriver Medium 22.44 31363 - Truckdriver Medium 22.44 31363 - Truckdriver Medium 22.48 31364 - Truckdriver Tractor-Trailer 24.80 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 55.10 99030 - Cashiner 99050 - Desk Clerk 11.33		24 EC
30390 - Photo-Optics Technician 25.75		
30395 - Radiation Control Technician 28.36		
30461 - Technical Writer I	_	
30462 - Technical Writer III 34.31 30463 - Technical Writer IIII 34.31 30491 - Unexploded Ordnance (UXO) 25.60 Technician I 30492 - Unexploded Ordnance (UXO) 30.98 Technician III 30493 - Unexploded Ordnance (UXO) 37.13 Technician III 30494 - Unexploded (UXO) Safety 25.60 Escort 25.60 Escort 26.60 Escort 27.60 Escort 28.52 30501 - Weather Forecaster I 28.52 30502 - Weather Forecaster II 34.69 30620 - Weather Observer Combined (see 2) 23.17 Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 25.75 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 30.98 31020 - Bus Aide 16.24 31030 - Bus Driver 23.67 31043 - Driver Courier 17.43 31260 - Parking and Lot Attendant 15.66 31290 - Shuttle Bus Driver 17.52 31310 - Taxi Driver 11.31 31361 - Truckdriver Light 18.59 31362 - Truckdriver Medium 22.44 31363 - Truckdriver Heavy 34.80 39000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 10.60 99050 - Desk Clerk 11.33		
30463 - Technical Writer III 34.31 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 28.52 30502 - Weather Forecaster II 34.69 30620 - Weather Observer Combined (see 2) 23.17 Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 25.75 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 30.98 31020 - Bus Aide 16.24 31030 - Bus Driver 23.67 31043 - Driver Courier 17.43 31260 - Parking and Lot Attendant 15.66 31290 - Shuttle Bus Driver 17.52 31310 - Taxi Driver 17.52 31310 - Truckdriver Light 18.59 31362 - Truckdriver Medium 22.44 31363 - Truckdriver Heavy 24.80 31364 - Truckdriver Heavy 24.80 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 15.10 99030 - Cashier 10.60		
30491 - Unexploded Ordnance (UXO) 25.60		
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99030 - Cashier 10.60 99050 - Desk Clerk 11.33	=	15.10
99050 - Desk Clerk 11.33		
	99095 - Embalmer	26.25

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.69
99252 - Laboratory Animal Caretaker	15.68
99260 - Marketing Analyst	23.48
99310 - Mortician	26.25
99410 - Pest Controller	18.56
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.64
99711 - Recycling Specialist	27.20
99730 - Refuse Collector	20.31
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	17.37
99830 - Survey Party Chief	22.50
99831 - Surveying Aide	13.85
99832 - Surveying Technician	18.05
99840 - Vending Machine Attendant	23.19
99841 - Vending Machine Repairer	27.50
99842 - Vending Machine Repairer Helper	23.19

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

| Wage Determination No.: 2015-4803

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

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

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

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

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

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

State: Indiana

Area: Indiana County of Kosciusko

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.30
01013 - Accounting Clerk III		17.11
01020 - Administrative Assistant		23.20
01035 - Court Reporter		18.84
01041 - Customer Service		15.52
Representative I		
01042 - Customer Service		16.93
Representative II		

01043 - Customer Service		19.02
Representative III		
01051 - Data Entry Operator I		13.52
01052 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		13.97
01090 - Duplicating Machine Operator		13.97
01111 - General Clerk I		12.68
01112 - General Clerk II		13.84
01113 - General Clerk III		15.53
01120 - Housing Referral Assistant		19.56
01141 - Messenger Courier		11.73
01191 - Order Clerk I		16.25
01192 - Order Clerk II		17.73
01261 - Personnel Assistant		15.25
(Employment) I		10.20
01262 - Personnel Assistant		18.27
(Employment) II		10.27
01263 - Personnel Assistant		20.37
(Employment) III		20.57
01270 - Production Control Clerk		25.61
01270 - Production Control Clerk 01290 - Rental Clerk		13.42
01300 - Scheduler Maintenance		15.42
01311 - Secretary I		15.69
01311 - Secretary I 01312 - Secretary II		17.54
<u>-</u>		19.56
01313 - Secretary III		
01320 - Service Order Dispatcher		17.59
01410 - Supply Technician		23.20
01420 - Survey Worker 01460 - Switchboard		17.05 14.26
		14.20
Operator/Receptionist		12 07
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		13.97
01612 - Word Processor II		15.69
01613 - Word Processor III		17.60
05000 - Automotive Service Occupations		01 40
05005 - Automobile Body Repairer		21.42
Fiberglass	7 7	17 00
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		16.23
05070 - Automotive Worker		16.43
05110 - Mobile Equipment Servicer		15.27
05130 - Motor Equipment Metal		17.87
Mechanic		1 (4)
05160 - Motor Equipment Metal Worker		16.43
05190 - Motor Vehicle Mechanic		17.87
05220 - Motor Vehicle Mechanic		15.99
Helper		

05250 - Motor Vehicle Upholstery Worker	15.82
05280 - Motor Vehicle Wrecker	17.38
05310 - Painter Automotive	17.08
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	16.43
05370 - Radiator Repair Specialist	15.40
05400 - Transmission Repair	17.87
Specialist	17.07
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.27
07041 - Cook I	12.36
07042 - Cook II	13.27
07070 - Dishwasher	9.89
07130 - Food Service Worker	9.89
07210 - Meat Cutter	14.60
07260 - Waiter/Waitress	10.64
09000 - Furniture Maintenance And	10.01
Repair Occupations	
09010 - Electrostatic Spray Painter	17.13
09040 - Furniture Handler	12.40
09080 - Furniture Refinisher	16.63
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer Minor	14.91
09130 - Upholsterer	18.28
11000 - General Services And Support	10.20
Occupations	
11030 - Cleaner Vehicles	13.77
11060 - Elevator Operator	13.77
11090 - Gardener	17.80
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89
11210 - Laborer Grounds Maintenance	14.21
11240 - Maid or Houseman	11.65
11260 - Pruner	12.93
11270 - Tractor Operator	16.81
11330 - Trail Maintenance Worker	14.21
11360 - Window Cleaner	16.36
12000 - Health Occupations	
12010 - Ambulance Driver	17.70
40044	20.19
12011 - Breath Alcohol Technician	
12011 - Breath Alcohol Technician 12012 - Certified Occupational	27.38
12012 - Certified Occupational	
12012 - Certified Occupational Therapist Assistant	27.38
12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	27.38
12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	27.38
12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	27.38 27.48 18.32
12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	27.38 27.48 18.32 39.24

12040 - Emergency Medical Technician	17.70
12071 - Licensed Practical Nurse I	18.05
12072 - Licensed Practical Nurse II	20.19
12073 - Licensed Practical Nurse III	22.50
12100 - Medical Assistant	15.01
12130 - Medical Laboratory	23.47
Technician	
12160 - Medical Record Clerk	18.25
12190 - Medical Record Technician	20.42
12195 - Medical Transcriptionist	18.43
12210 - Nuclear Medicine	44.36
Technologist	
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	16.27
12236 - Optical Technician	18.05
12250 - Pharmacy Technician	14.62
12280 - Phlebotomist	14.79
12305 - Radiologic Technologist	27.65
12311 - Registered Nurse I	24.18
12312 - Registered Nurse II	29.58
12313 - Registered Nurse II	29.58
Specialist	
12314 - Registered Nurse III	35.80
12315 - Registered Nurse III	35.80
Anesthetist	
12316 - Registered Nurse IV	42.90
12317 - Scheduler (Drug and Alcohol	25.01
Testing)	
12320 - Substance Abuse Treatment	21.75
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.23
13012 - Exhibits Specialist II	20.09
13013 - Exhibits Specialist III	24.58
13041 - Illustrator I	16.23
13042 - Illustrator II	20.09
13043 - Illustrator III	24.58
13047 - Librarian	22.30
13050 - Library Aide/Clerk	12.92
13054 - Library Information	20.11
Technology Systems	
Administrator	
13058 - Library Technician	15.47
13061 - Media Specialist I	14.52
13062 - Media Specialist II	16.23
13063 - Media Specialist III	18.11
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13071 - Photographer I	12.70
13072 - Photographer II	14.21
13073 - Photographer III	17.60
13074 - Photographer IV	21.53
13075 - Photographer V	27.98
13090 - Technical Order Library	15.71
Clerk	
13110 - Video Teleconference	14.87
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.40
14042 - Computer Operator II	18.35
14043 - Computer Operator III	22.19
14044 - Computer Operator IV	24.66
14045 - Computer Operator V	27.29
14071 - Computer Programmer I (see 1)	24.52
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment	16.40
Operator	
14160 - Personal Computer Support	24.66
Technician	
14170 - System Support Specialist	27.56
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.28
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.64
Instructor (Rated)	
15030 - Air Crew Training Devices	40.44
Instructor (Pilot)	
15050 - Computer Based Training	30.28
Specialist / Instructor	
15060 - Educational Technologist	27.88
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	22.10
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	20.67
15095 - Technical Instructor/Course	25.29
Developer	
15110 - Test Proctor	16.69

### And Related Occupations 16010 - Assembler	53 08 53 53 53 53 53 53 53 53 53 53 53 53 53
16010 - Assembler 10. 16030 - Counter Attendant 10. 16040 - Dry Cleaner 13. 16070 - Finisher Flatwork Machine 10. 16090 - Presser Hand 10. 16110 - Presser Machine Drycleaning 10. 16130 - Presser Machine Shirts 10. 16160 - Presser Machine Wearing 10. Apparel Laundry 16190 - Sewing Machine Operator 14. 16220 - Tailor 14. 16250 - Washer Machine 11. 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 20. Room) 20. Room) 23. 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 25. 21040 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17.	53 08 53 53 53 53 53 53 53 53 53 53 53 53 53
16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher Flatwork Machine 16090 - Presser Hand 16110 - Presser Machine Drycleaning 16130 - Presser Machine Shirts 16160 - Presser Machine Wearing Apparel Laundry 16190 - Sewing Machine Operator 16220 - Tailor 16250 - Washer Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing)	53 08 53 53 53 53 53 53 53 53 53 53 53 53 53
16040 - Dry Cleaner 13. 16070 - Finisher Flatwork Machine 10. 16090 - Presser Hand 10. 16110 - Presser Machine Drycleaning 10. 16130 - Presser Machine Shirts 10. 16160 - Presser Machine Wearing 10. Apparel Laundry 16190 - Sewing Machine Operator 14. 16220 - Tailor 14. 16250 - Washer Machine 11. 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 20. Room) 20. Room) 20. 19040 - Tool And Die Maker 23. 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17. Processing)	08 53 53 53 53 53 53 53 53 53 53 53 53 53
16070 - Finisher Flatwork Machine 10. 16090 - Presser Hand 10. 16110 - Presser Machine Drycleaning 10. 16130 - Presser Machine Shirts 10. 16160 - Presser Machine Wearing 10. Apparel Laundry 16190 - Sewing Machine Operator 14. 16220 - Tailor 14. 16250 - Washer Machine 11. 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 20. Room) 20. Room) 20. Room) 23. 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 25. 21030 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17. Processing)	53 53 53 53 53 53 53 53 53 53 53 53 53 5
16090 - Presser Hand 10. 16110 - Presser Machine Drycleaning 10. 16130 - Presser Machine Shirts 10. 16160 - Presser Machine Wearing 10. Apparel Laundry 16190 - Sewing Machine Operator 14. 16220 - Tailor 14. 16250 - Washer Machine 11. 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 20. Room) 20. 19040 - Tool And Die Maker 23. 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 17. 21030 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17. Processing)	53 53 53 53 53 53 53 53 53 53 53 53 53 5
16110 - Presser Machine Drycleaning 10. 16130 - Presser Machine Shirts 10. 16160 - Presser Machine Wearing 10. Apparel Laundry 16190 - Sewing Machine Operator 14. 16220 - Tailor 14. 16250 - Washer Machine 11. 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 20. Room) 20. Room) 23. 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 25. 21030 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17. Processing)	53 53 53 53 00 90 221 335
16130 - Presser Machine Shirts 10. 16160 - Presser Machine Wearing 10. Apparel Laundry 16190 - Sewing Machine Operator 14. 1620 - Tailor 14. 16250 - Washer Machine 11. 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 20. Room) 20. Room) 23. 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 25. 21040 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17. Processing)	53 53 00 00 99 0221 335
16130 - Presser Machine Shirts 10. 16160 - Presser Machine Wearing 10. Apparel Laundry 16190 - Sewing Machine Operator 14. 1620 - Tailor 14. 16250 - Washer Machine 11. 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 20. Room) 20. Room) 23. 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 25. 21040 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17. Processing)	53 000 990 221 335 494
Apparel Laundry 16190 - Sewing Machine Operator 14. 16220 - Tailor 19000 - Washer Machine 11. 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food Processing)	35 94
16190 - Sewing Machine Operator 14. 16220 - Tailor 14. 16250 - Washer Machine 11. 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 20. Room) 20. Room) 23. 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 25. 21030 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17.	90 21 35 94
16220 - Tailor 14. 16250 - Washer Machine 11. 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 20. Room) 19040 - Tool And Die Maker 23. 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 17. 21030 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17.	90 21 35 94
16220 - Tailor 14. 16250 - Washer Machine 11. 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool 20. Room) 19040 - Tool And Die Maker 23. 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 17. 21030 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17.	35 94
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Repair Occupations 19010 - Machine-Tool Operator (Tool 20. Room) 19040 - Tool And Die Maker 23. 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 17. 21030 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17.	94 49
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Room) 19040 - Tool And Die Maker 23. 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food) Processing)	49
21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 17. 21030 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17.	49
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Occupations 21020 - Forklift Operator 17. 21030 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17. Processing)	
21020 - Forklift Operator 17. 21030 - Material Coordinator 25. 21040 - Material Expediter 25. 21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17. Processing)	
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21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17. Processing)	$^{\perp}$
21050 - Material Handling Laborer 16. 21071 - Order Filler 14. 21080 - Production Line Worker (Food 17. Processing)	61
21071 - Order Filler 14. 21080 - Production Line Worker (Food 17. Processing)	
Processing)	43
Processing)	49
21110 - Shipping Packer 17	
TITE DIIIPPING I WONCE	72
21130 - Shipping/Receiving Clerk 17.	72
21140 - Store Worker I 14.	94
21150 - Stock Clerk 19.	3 4
21210 - Tools And Parts Attendant 17.	
21410 - Warehouse Specialist 17.	49
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder 30.	45
23019 - Aircraft Logs and Records 24.	54
Technician	
23021 - Aircraft Mechanic I 29.	21
23022 - Aircraft Mechanic II 30.	45
23023 - Aircraft Mechanic III 31.	68
23040 - Aircraft Mechanic Helper 21.	49
23050 - Aircraft Painter 27.	37
23060 - Aircraft Servicer 24.	64
23070 - Aircraft Survival Flight 27.	37
Equipment Technician	_ ,
23080 - Aircraft Worker 26.	<i>-</i> ,

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	26.19
I	
23092 - Aircrew Life Support	29.21
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.60
23120 - Bicycle Repairer	19.55
23125 - Cable Splicer	35.49
23130 - Carpenter Maintenance	23.90
23140 - Carpet Layer	22.23
23160 - Electrician Maintenance	25.81
23181 - Electronics Technician	26.33
Maintenance I	
23182 - Electronics Technician	28.03
Maintenance II	
23183 - Electronics Technician	29.32
Maintenance III	
23260 - Fabric Worker	20.91
23290 - Fire Alarm System Mechanic	24.79
23310 - Fire Extinguisher Repairer	19.55
23311 - Fuel Distribution System	30.50
Mechanic	
23312 - Fuel Distribution System	24.30
Operator	
23370 - General Maintenance Worker	21.66
23380 - Ground Support Equipment	29.21
Mechanic	
23381 - Ground Support Equipment	24.64
Servicer	
23382 - Ground Support Equipment	26.19
Worker	
23391 - Gunsmith I	19.55
23392 - Gunsmith II	22.23
23393 - Gunsmith III	24.79
23410 - Heating Ventilation And Air-	24.51
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.96
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.40
23440 - Heavy Equipment Operator	26.46
23460 - Instrument Mechanic	24.79
23465 - Laboratory/Shelter Mechanic	23.66
23470 - Laborer	16.99
23510 - Locksmith	23.66
23530 - Machinery Maintenance	23.92
Mechanic	
23550 - Machinist Maintenance	22.41

23580 - Maintenance Trades Helper	15.02
23591 - Metrology Technician I	24.79
23592 - Metrology Technician II	25.84
23593 - Metrology Technician III	26.89
23640 - Millwright	27.57
23710 - Office Appliance Repairer	19.35
23760 - Painter Maintenance	18.98
23790 - Pipefitter Maintenance	28.69
23810 - Plumber Maintenance	27.37
23820 - Pneudraulic Systems Mechanic	24.79
23850 - Rigger	23.67
23870 - Scale Mechanic	22.23
23890 - Sheet-Metal Worker	29.83
Maintenance	
23910 - Small Engine Mechanic	19.92
23931 - Telecommunications Mechanic	27.68
I	
23932 - Telecommunications Mechanic	28.86
II	_0.00
23950 - Telephone Lineman	22.60
23960 - Welder Combination	18.31
Maintenance	10.01
23965 - Well Driller	24.79
23970 - Woodcraft Worker	24.79
23980 - Woodworker	19.55
24000 - Personal Needs Occupations	
24550 - Case Manager	15.89
24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.89
24610 - Chore Aide	12.41
24620 - Family Readiness And Support	15.89
Services	
Coordinator	
24630 - Homemaker	17.00
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.79
25040 - Sewage Plant Operator	21.80
25070 - Stationary Engineer	24.79
25190 - Ventilation Equipment Tender	18.17
25210 - Water Treatment Plant	21.80
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.45
27007 - Baggage Inspector	15.13
27008 - Corrections Officer	17.91
27010 - Court Security Officer	20.12
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	17.91
27070 - Firefighter	24.52
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27101 - Guard I			15.13
27102 - Guard II			16.92
27131 - Police Officer I			21.22
27132 - Police Officer II			23.58
28000 - Recreation Occupations			20.00
28041 - Carnival Equipment Operator			13.97
28042 - Carnival Equipment Repairer			15.04
28043 - Carnival Worker			10.88
28210 - Gate Attendant/Gate Tender			13.95
28310 - Lifeguard			11.10
28350 - Park Attendant (Aide)			15.60
28510 - Recreation Aide/Health			11.19
Facility Attendant			11.19
28515 - Recreation Specialist			17.92
28630 - Sports Official			12.34
28690 - Swimming Pool Operator			21.09
29000 - Stevedoring/Longshoremen			21.09
Occupational Services			
29010 - Blocker And Bracer			21.54
29010 - Blocker And Bracer 29020 - Hatch Tender			21.54
29030 - Line Handler			21.54
29030 - Line Handler 29041 - Stevedore I			
			20.27
29042 - Stevedore II			22.85
30000 - Technical Occupations	,	0.	40.00
30010 - Air Traffic Control	(see	∠)	40.29
Specialist Center (HFO)	,	0.	07 70
30011 - Air Traffic Control	(see	∠)	27.78
Specialist Station (HFO)			20 50
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			17 17
30021 - Archeological Technician I			17.47
30022 - Archeological Technician II			19.53
30023 - Archeological Technician III			24.20
30030 - Cartographic Technician			24.20
30040 - Civil Engineering Technician			24.20
30051 - Cryogenic Technician I			26.80
30052 - Cryogenic Technician II			29.60
30061 - Drafter/CAD Operator I			17.47
30062 - Drafter/CAD Operator II			19.53
30063 - Drafter/CAD Operator III			21.77
30064 - Drafter/CAD Operator IV			26.80
30081 - Engineering Technician I			15.61
30082 - Engineering Technician II			17.53
30083 - Engineering Technician III			19.61
30084 - Engineering Technician IV			24.28
30085 - Engineering Technician V			29.71
30086 - Engineering Technician VI			35.95
30090 - Environmental Technician			24.20
30095 - Evidence Control Specialist			21 20
30210 - Laboratory Technician			24.20

30221 - Latent Fingerprint Technician I	26.80
30222 - Latent Fingerprint	29.60
Technician II	23.00
30240 - Mathematical Technician	24.20
30361 - Paralegal/Legal Assistant I	20.57
30362 - Paralegal/Legal Assistant II	25.40
30363 - Paralegal/Legal Assistant	31.09
III	31.03
30364 - Paralegal/Legal Assistant IV	37.61
30375 - Petroleum Supply Specialist	29.60
30390 - Photo-Optics Technician	24.10
30395 - Radiation Control Technician	29.60
30461 - Technical Writer I	24.10
30462 - Technical Writer II	29.48
30462 - Technical Writer III	35.67
	25.60
30491 - Unexploded Ordnance (UXO) Technician I	25.60
	30.98
30492 - Unexploded Ordnance (UXO) Technician II	30.90
	27 12
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	25 60
30494 - Unexploded (UXO) Safety	25.60
Escort	05.60
30495 - Unexploded (UXO) Sweep	25.60
Personnel	0.6.00
30501 - Weather Forecaster I	26.80
30502 - Weather Forecaster II	32.60
30620 - Weather Observer Combined (see 2)	21.77
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.20
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.84
31030 - Bus Driver	18.84
31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.99
31290 - Shuttle Bus Driver	15.69
31310 - Taxi Driver	15.09
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	21.03
31364 - Truckdriver Tractor-Trailer	21.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.06
99050 - Desk Clerk	11.99
99095 - Embalmer	26.79

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.49
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	25.10
99310 - Mortician	26.79
99410 - Pest Controller	21.69
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	23.85
99730 - Refuse Collector	18.35
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	23.05
99831 - Surveying Aide	15.10
99832 - Surveying Technician	20.71
99840 - Vending Machine Attendant	21.48
99841 - Vending Machine Repairer	26.27
99842 - Vending Machine Repairer Helper	21.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

<code>HEALTH & WELFARE: \$4.60</code> per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

<code>HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*</code>

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Division of | Director

| Wage Determination No.: 2015-4805 Revision No.: 18

Wage Determinations | Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Adams De Kalb Huntington Lagrange Noble Steuben Wabash

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.30
01013 - Accounting Clerk III		17.11
01020 - Administrative Assistant		23.20
01035 - Court Reporter		20.85
01041 - Customer Service		15.52
Representative I		
01042 - Customer Service		16.93
Representative II		

01043 - Customer Service Representative III		19.02
01051 - Data Entry Operator I		13.63
01051 - Data Entry Operator II		14.88
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		13.97
01090 - Duplicating Machine Operator		13.97
01111 - General Clerk I		12.68
01112 - General Clerk II		13.84
01113 - General Clerk III		15.53
01120 - Housing Referral Assistant		19.56
01141 - Messenger Courier		11.49
01191 - Order Clerk I		16.25
01192 - Order Clerk II		17.73
01261 - Personnel Assistant		15.25
(Employment) I		10.10
01262 - Personnel Assistant		17.05
(Employment) II		_ , , , ,
01263 - Personnel Assistant		19.00
(Employment) III		
01270 - Production Control Clerk		25.61
01290 - Rental Clerk		10.60
01300 - Scheduler Maintenance		15.69
01311 - Secretary I		15.69
01312 - Secretary II		17.54
01313 - Secretary III		19.56
01320 - Service Order Dispatcher		17.59
01410 - Supply Technician		23.20
01420 - Survey Worker		14.93
01460 - Switchboard		14.26
Operator/Receptionist		
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		13.97
01612 - Word Processor II		15.69
01613 - Word Processor III		17.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.42
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		17.76
05070 - Automotive Worker		17.76
05110 - Mobile Equipment Servicer		16.52
05130 - Motor Equipment Metal		18.96
Mechanic		
05160 - Motor Equipment Metal Worker		17.76
05190 - Motor Vehicle Mechanic		18.96
05220 - Motor Vehicle Mechanic		15.90
Helper		

05250 - Motor Vehicle Upholstery	17.11
Worker 05280 - Motor Vehicle Wrecker	17 76
	17.76
05310 - Painter Automotive	18.37
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	16.29
05400 - Transmission Repair	18.96
Specialist	
07000 - Food Preparation And Service	
Occupations 07010 - Baker	12.55
07010 - Baker 07041 - Cook I	12.33
07041 - Cook I 07042 - Cook II	12.93
07070 - Dishwasher	8.98
07130 - Food Service Worker	9.72
07130 - Food Service Worker 07210 - Meat Cutter	14.68
07210 - Meat Cutter 07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And	9.13
Repair Occupations	
09010 - Electrostatic Spray Painter	17.83
09040 - Furniture Handler	13.78
09080 - Furniture Refinisher	17.83
09090 - Furniture Refinisher Helper	15.43
09110 - Furniture Repairer Minor	16.61
09130 - Upholsterer	18.28
11000 - General Services And Support	10.20
Occupations	
11030 - Cleaner Vehicles	13.77
11060 - Elevator Operator	13.77
11090 - Gardener	17.80
11122 - Housekeeping Aide	14.77
11150 - Janitor	14.77
11210 - Laborer Grounds Maintenance	13.99
11240 - Maid or Houseman	11.65
11260 - Pruner	12.85
11270 - Tractor Operator	16.57
11330 - Trail Maintenance Worker	13.99
11360 - Window Cleaner	16.23
12000 - Health Occupations	
12010 - Ambulance Driver	17.72
12011 - Breath Alcohol Technician	20.19
12012 - Certified Occupational	27.38
Therapist Assistant	
12015 - Certified Physical Therapist	27.48
Assistant	
12020 - Dental Assistant	18.32
12025 - Dental Hygienist	39.24
12030 - EKG Technician	28.41
12035 - Electroneurodiagnostic	28.41
Technologist	

12040 - Emergency Medical Technician	17.72
12071 - Licensed Practical Nurse I	18.05
12072 - Licensed Practical Nurse II	20.19
12073 - Licensed Practical Nurse III	22.50
12100 - Medical Assistant	15.01
12130 - Medical Laboratory	23.47
Technician	
12160 - Medical Record Clerk	18.25
12190 - Medical Record Technician	20.42
12195 - Medical Transcriptionist	18.43
12210 - Nuclear Medicine	42.69
Technologist	
12221 - Nursing Assistant I	11.21
12222 - Nursing Assistant II	12.60
12223 - Nursing Assistant III	13.75
12224 - Nursing Assistant IV	15.43
12235 - Optical Dispenser	16.27
12236 - Optical Technician	18.05
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.73
12305 - Radiologic Technologist	27.65
12311 - Registered Nurse I	24.18
12312 - Registered Nurse II	29.58
12313 - Registered Nurse II	29.58
Specialist	
12314 - Registered Nurse III	35.80
12315 - Registered Nurse III	35.80
Anesthetist	
12316 - Registered Nurse IV	42.90
12317 - Scheduler (Drug and Alcohol	25.01
Testing)	
12320 - Substance Abuse Treatment	21.75
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.47
13012 - Exhibits Specialist II	20.41
13013 - Exhibits Specialist III	24.95
13041 - Illustrator I	16.47
13042 - Illustrator II	20.41
13043 - Illustrator III	24.95
13047 - Librarian	21.54
13050 - Library Aide/Clerk	12.51
13054 - Library Information	19.46
Technology Systems	
Administrator	
13058 - Library Technician	12.62
13061 - Media Specialist I	14.04
13062 - Media Specialist II	15.70
13063 - Media Specialist III	17.50

13071 - Photographer I	13.50
13072 - Photographer II	15.10
13073 - Photographer III	18.71
13074 - Photographer IV	22.89
13075 - Photographer V	27.69
13090 - Technical Order Library	15.71
Clerk	
13110 - Video Teleconference	15.36
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.80
14042 - Computer Operator II	19.91
14043 - Computer Operator III	22.19
14044 - Computer Operator IV	24.66
14045 - Computer Operator V	27.31
14071 - Computer Programmer I (see 1)	23.97
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	17.80
Operator	
14160 - Personal Computer Support	24.66
Technician	
14170 - System Support Specialist	27.56
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.32
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.89
Instructor (Rated)	
15030 - Air Crew Training Devices	42.43
Instructor (Pilot)	
15050 - Computer Based Training	31.32
Specialist / Instructor	
15060 - Educational Technologist	28.24
15070 - Flight Instructor (Pilot)	42.43
15080 - Graphic Artist	21.71
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	20.67
15095 - Technical Instructor/Course	25.29
Developer	
15110 - Test Proctor	16.69

15120 - Tutor	16.69
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	20.35
Room)	
19040 - Tool And Die Maker	23.94
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.49
21030 - Material Coordinator	25.61
21040 - Material Expediter	25.61
21050 - Material Handling Laborer	16.99
21071 - Order Filler	14.43
21080 - Production Line Worker (Food	17.49
Processing)	
21110 - Shipping Packer	17.72
21130 - Shipping/Receiving Clerk	17.72
21140 - Store Worker I	14.94
21150 - Stock Clerk	19.84
21210 - Tools And Parts Attendant	17.49
21410 - Warehouse Specialist	17.49
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.45
23019 - Aircraft Logs and Records	24.69
Technician	
23021 - Aircraft Mechanic I	29.21
23022 - Aircraft Mechanic II	30.45
23023 - Aircraft Mechanic III	31.68
23040 - Aircraft Mechanic Helper	21.49
23050 - Aircraft Painter	27.88
23060 - Aircraft Servicer	24.69
23070 - Aircraft Survival Flight	27.88
Equipment Technician	
23080 - Aircraft Worker	26.25

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	26.25
I	
23092 - Aircrew Life Support	29.21
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.60
23120 - Bicycle Repairer	19.55
23125 - Cable Splicer	38.07
23130 - Carpenter Maintenance	23.90
23140 - Carpet Layer	22.40
23160 - Electrician Maintenance	26.41
23181 - Electronics Technician	26.76
Maintenance I	
23182 - Electronics Technician	28.42
Maintenance II	
23183 - Electronics Technician	29.74
Maintenance III	
23260 - Fabric Worker	20.91
23290 - Fire Alarm System Mechanic	24.79
23310 - Fire Extinguisher Repairer	19.55
23311 - Fuel Distribution System	32.76
Mechanic	
23312 - Fuel Distribution System	24.30
Operator	
23370 - General Maintenance Worker	21.66
23380 - Ground Support Equipment	29.21
Mechanic	
23381 - Ground Support Equipment	24.69
Servicer	
23382 - Ground Support Equipment	26.25
Worker	
23391 - Gunsmith I	19.55
23392 - Gunsmith II	22.23
23393 - Gunsmith III	24.79
23410 - Heating Ventilation And Air-	23.16
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.40
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.40
23440 - Heavy Equipment Operator	23.35
23460 - Instrument Mechanic	24.79
23465 - Laboratory/Shelter Mechanic	23.66
23470 - Laborer	16.99
23510 - Locksmith	23.66
23530 - Machinery Maintenance	23.92
Mechanic	
23550 - Machinist Maintenance	22.41

23580 - Maintenance Trades Helper	15.43
23591 - Metrology Technician I	24.79
23592 - Metrology Technician II	25.84
23593 - Metrology Technician III	26.89
23640 - Millwright	27.57
23710 - Office Appliance Repairer	20.48
23760 - Painter Maintenance	19.31
23790 - Pipefitter Maintenance	28.69
23810 - Plumber Maintenance	27.37
23820 - Pneudraulic Systems Mechanic	24.79
23850 - Rigger	23.67
23870 - Scale Mechanic	22.23
23890 - Sheet-Metal Worker	29.83
Maintenance	23.00
23910 - Small Engine Mechanic	19.92
23931 - Telecommunications Mechanic	27.68
I	27.00
23932 - Telecommunications Mechanic	28.86
II	20.00
23950 - Telephone Lineman	22.60
-	
23960 - Welder Combination	20.24
Maintenance	04.70
23965 - Well Driller	24.79
23970 - Woodcraft Worker	24.79
23980 - Woodworker	19.55
24000 - Personal Needs Occupations	
24550 - Case Manager	15.89
24570 - Child Care Attendant	10.67
24580 - Child Care Center Clerk	15.39
24610 - Chore Aide	11.56
24620 - Family Readiness And Support	15.89
Services	
Coordinator	
24630 - Homemaker	17.11
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.79
25040 - Sewage Plant Operator	21.80
25070 - Stationary Engineer	24.79
25190 - Ventilation Equipment Tender	18.17
25210 - Water Treatment Plant	21.80
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.45
27007 - Baggage Inspector	15.13
27008 - Corrections Officer	16.54
27010 - Court Security Officer	20.12
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	16.54
27070 - Firefighter	24.52
	21.02

27101 - Guard I	5.13
	6.92
	1.22
	3.58
28000 - Recreation Occupations	
_	3.97
	5.04
	0.75
	3.36
·	1.34
_	4.95
	0.91
Facility Attendant	.0.51
_	7.92
•	1.91
-	0.90
29000 - Stevedoring/Longshoremen	.0.50
Occupational Services	
<u>-</u>	4.88
	4.88
	4.88
	3.42
	6.44
30000 - Technical Occupations	.0.11
-	0.29
Specialist Center (HFO)	0.23
•	7.78
Specialist Station (HFO)	7.70
-	0.59
Specialist Terminal (HFO) (see 2)	•••
•	7.85
<u> </u>	9.88
-	5.12
<u> </u>	4.72
5 1	4.35
g g	6.80
<u></u>	9.60
	7.85
· •	9.88
·	1.82
•	6.84
· •	5.92
-	7.86
-	9.98
3 3	4.76
3 3	0.29
-	6.64
-	4.20
	4.20
<u>•</u>	3.45

30221 - Latent Fingerprint Technician I	26.80
30222 - Latent Fingerprint	29.60
Technician II	23.00
30240 - Mathematical Technician	24.53
	24.53
30361 - Paralegal/Legal Assistant I	
30362 - Paralegal/Legal Assistant II	25.48
30363 - Paralegal/Legal Assistant	31.17
III	27 70
30364 - Paralegal/Legal Assistant IV	37.72
30375 - Petroleum Supply Specialist	29.60
30390 - Photo-Optics Technician	24.53
30395 - Radiation Control Technician	29.60
30461 - Technical Writer I	24.95
30462 - Technical Writer II	30.54
30463 - Technical Writer III	36.92
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	26.80
30502 - Weather Forecaster II	32.60
30620 - Weather Observer Combined (see 2)	21.82
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.22
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.84
31030 - Bus Driver	18.84
31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.99
31290 - Shuttle Bus Driver	15.69
31310 - Taxi Driver	14.28
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	20.82
31364 - Truckdriver Tractor-Trailer	20.82
99000 - Miscellaneous Occupations	20.02
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.06
99050 - Cashler 99050 - Desk Clerk	11.99
99095 - Embalmer	26.79
22022 THINGTHIET	20.13

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.49
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	25.10
99310 - Mortician	26.79
99410 - Pest Controller	15.93
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	23.85
99730 - Refuse Collector	18.35
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	14.36
99830 - Survey Party Chief	27.29
99831 - Surveying Aide	16.10
99832 - Surveying Technician	19.69
99840 - Vending Machine Attendant	19.59
99841 - Vending Machine Repairer	21.90
99842 - Vending Machine Repairer Helper	19.59

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

<code>HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*</code>

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4807

Daniel W. Simms Division of | Revision No.: 18

Director

Wage Determinations | Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Pulaski Starke

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service		15.52
Representative I		
01042 - Customer Service		16.93
Representative II		

01043 - Customer Service Representative III		19.02
01051 - Data Entry Operator I		14.81
01051 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.97
01090 - Duplicating Machine Operator		13.97
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89
01113 - General Clerk III		16.34
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		11.93
01191 - Order Clerk I		16.25
01192 - Order Clerk II		17.73
01261 - Personnel Assistant		17.84
(Employment) I		
01262 - Personnel Assistant		19.95
(Employment) II		
01263 - Personnel Assistant		22.24
(Employment) III		
01270 - Production Control Clerk		25.61
01290 - Rental Clerk		17.41
01300 - Scheduler Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01
01420 - Survey Worker		18.89
01460 - Switchboard		14.26
Operator/Receptionist		
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.89
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		21.85
05070 - Automotive Worker		21.85
05110 - Mobile Equipment Servicer		19.92
05130 - Motor Equipment Metal		26.41
Mechanic		
05160 - Motor Equipment Metal Worker		21.85
05190 - Motor Vehicle Mechanic		25.88
05220 - Motor Vehicle Mechanic		18.73
Helper		

05250 - Motor Vehicle Upholstery 2	20.90
Worker	
	21.85
	23.06
	21.85
05370 - Tire Repairer 1	6.74
• • • • • • • • • • • • • • • • • • •	26.41
Specialist	
07000 - Food Preparation And Service	
Occupations	
	.3.75
	.3.34
	5.03
	0.19
	0.52
	4.68
· · · · · · · · · · · · · · · · · · ·	9.93
09000 - Furniture Maintenance And	
Repair Occupations	
_	9.14
	4.56
	9.14
<u>•</u>	.5.55
•	7.35
•	9.14
11000 - General Services And Support	
Occupations	0 00
	.3.77
•	.3.77
	7.80
<u>.</u> ,	4.89
	4.89
	4.21
	2.11
	.6.58
•	4.21
	6.36
12000 - Window Cleaner 12000 - Health Occupations	.0.50
=	.8.75
	20.19
	27.38
Therapist Assistant	. , • 50
-	27.48
Assistant	. , • 10
	.8.32
	39.24
	28.41
12033 - Electioneurodiagnostic	8.41

12040 - Emergency Medical Technician	18.75
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.83
12130 - Medical Laboratory	23.47
Technician	
12160 - Medical Record Clerk	18.25
12190 - Medical Record Technician	20.42
12195 - Medical Transcriptionist	18.78
12210 - Nuclear Medicine	44.36
Technologist	
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	16.30
12236 - Optical Technician	18.05
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II	32.57
Specialist	
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III	38.43
Anesthetist	
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol	25.01
Testing)	
12320 - Substance Abuse Treatment	21.75
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.55
13013 - Exhibits Specialist III	32.62
13041 - Illustrator I	21.63
13042 - Illustrator II	26.80
13043 - Illustrator III	32.77
13047 - Librarian	33.70
13050 - Library Aide/Clerk	14.14
13054 - Library Information	31.05
Technology Systems	01.00
Administrator	
13058 - Library Technician	17.38
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13062 - Media Specialist III	26.39
12002 Media pheciatise III	20.09

13071 - Photographer I	18.33
13072 - Photographer II	20.53
13073 - Photographer III	25.48
13074 - Photographer IV	31.15
13075 - Photographer V	37.57
13090 - Technical Order Library	15.71
Clerk	
13110 - Video Teleconference	17.51
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.11
14042 - Computer Operator II	20.25
14043 - Computer Operator III	22.58
14044 - Computer Operator IV	25.09
14045 - Computer Operator V	27.79
14071 - Computer Programmer I (see 1)	25.49
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment	18.11
Operator	
14160 - Personal Computer Support	25.09
Technician	
14170 - System Support Specialist	27.79
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	36.22
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	41.82
Instructor (Rated)	
15030 - Air Crew Training Devices	46.94
Instructor (Pilot)	
15050 - Computer Based Training	36.22
Specialist / Instructor	
15060 - Educational Technologist	30.14
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	26.41
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	27.45
15095 - Technical Instructor/Course	26.88
Developer	
15110 - Test Proctor	19.62

15120 - Tutor	17.74
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.33
Room)	
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.49
21030 - Material Coordinator	25.61
21040 - Material Expediter	25.61
21050 - Material Handling Laborer	17.05
21071 - Order Filler	15.18
21080 - Production Line Worker (Food	17.49
Processing)	
21110 - Shipping Packer	17.72
21130 - Shipping/Receiving Clerk	17.72
21140 - Store Worker I	14.94
21150 - Stock Clerk	19.84
21210 - Tools And Parts Attendant	17.49
21410 - Warehouse Specialist	17.49
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.45
23019 - Aircraft Logs and Records	24.69
Technician	
23021 - Aircraft Mechanic I	29.21
23022 - Aircraft Mechanic II	30.45
23023 - Aircraft Mechanic III	31.68
23040 - Aircraft Mechanic Helper	21.49
23050 - Aircraft Painter	27.88
23060 - Aircraft Servicer	24.69
23070 - Aircraft Survival Flight	27.88
Equipment Technician	
23080 - Aircraft Worker	26.25
	, . = ,

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	26.25
I	00.01
23092 - Aircrew Life Support	29.21
Equipment (ALSE) Mechanic	
II	0.0
23110 - Appliance Mechanic	22.60
23120 - Bicycle Repairer	19.55
23125 - Cable Splicer	38.07
23130 - Carpenter Maintenance	31.86
23140 - Carpet Layer	28.36
23160 - Electrician Maintenance	34.00
23181 - Electronics Technician	27.39
Maintenance I	
23182 - Electronics Technician	29.14
Maintenance II	
23183 - Electronics Technician	30.55
Maintenance III	
23260 - Fabric Worker	21.33
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System	33.52
Mechanic	
23312 - Fuel Distribution System	26.49
Operator	
23370 - General Maintenance Worker	22.99
23380 - Ground Support Equipment	29.21
Mechanic	
23381 - Ground Support Equipment	24.69
Servicer	
23382 - Ground Support Equipment	26.25
Worker	
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating Ventilation And Air-	27.48
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.75
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	32.57
23460 - Instrument Mechanic	24.79
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	16.99
23510 - Locksmith	23.66
23530 - Machinery Maintenance	23.92
Mechanic	
23550 - Machinist Maintenance	27.46

23580 - Maintenance Trades Helper	17.11
23591 - Metrology Technician I	24.79
23592 - Metrology Technician II	25.84
23593 - Metrology Technician III	27.49
23640 - Millwright	29.97
23710 - Office Appliance Repairer	21.40
23760 - Painter Maintenance	23.57
23790 - Pipefitter Maintenance	31.00
23810 - Plumber Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	27.57
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker	30.33
Maintenance	
23910 - Small Engine Mechanic	19.92
23931 - Telecommunications Mechanic	27.78
I	
23932 - Telecommunications Mechanic	28.87
II	
23950 - Telephone Lineman	27.68
23960 - Welder Combination	19.93
Maintenance	
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	19.55
24000 - Personal Needs Occupations	
24550 - Case Manager	15.89
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	11.56
24620 - Family Readiness And Support	15.89
Services	
Coordinator	
24630 - Homemaker	15.89
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.95
25040 - Sewage Plant Operator	24.22
25070 - Stationary Engineer	29.95
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant	24.22
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.45
27007 - Baggage Inspector	15.13
27008 - Corrections Officer	28.70
27010 - Court Security Officer	28.70
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	28.70
27070 - Firefighter	27.04

27101 - Guard I		1.5	5.13
27102 - Guard II			5.92
27131 - Police Officer I			0.33
27132 - Police Officer II			3.11
28000 - Recreation Occupations			• = =
28041 - Carnival Equipment Operator		11	3.97
28042 - Carnival Equipment Repairer			5.04
28043 - Carnival Worker			0.75
28210 - Gate Attendant/Gate Tender			5.44
28310 - Lifeguard			3.10
28350 - Park Attendant (Aide)			3.27
28510 - Recreation Aide/Health			0.81
Facility Attendant		Τ.	J. O I
28515 - Recreation Specialist		1.9	3.71
28630 - Sports Official			1.64
28690 - Swimming Pool Operator			7.47
29000 - Stevedoring/Longshoremen		Т.	7 • 4 /
Occupational Services			
29010 - Blocker And Bracer		2 /	1.89
29010 - Blocker And Bracer 29020 - Hatch Tender			1.89
29030 - Line Handler			1.89
29030 - Line Handler 29041 - Stevedore I			
			3.42
29042 - Stevedore II		∠ (5.44
30000 - Technical Occupations	,	O) 44	2 0 0
30010 - Air Traffic Control	(see	2) 40	0.29
Specialist Center (HFO)	,	0)	7 70
30011 - Air Traffic Control	(see	2) 2	7.78
Specialist Station (HFO)		2.4	
30012 - Air Traffic Control		30	0.59
Specialist Terminal (HFO) (see 2)		1.5	7 (1
30021 - Archeological Technician I			7.64
30022 - Archeological Technician II			9.73
30023 - Archeological Technician III			5.32
30030 - Cartographic Technician			5.33
30040 - Civil Engineering Technician			5.64
30051 - Cryogenic Technician I			5.80
30052 - Cryogenic Technician II			9.60
30061 - Drafter/CAD Operator I			7.64
30062 - Drafter/CAD Operator II			9.73
30063 - Drafter/CAD Operator III			1.99
30064 - Drafter/CAD Operator IV			3.96
30081 - Engineering Technician I			3.16
30082 - Engineering Technician II			0.39
30083 - Engineering Technician III			2.81
30084 - Engineering Technician IV			3.26
30085 - Engineering Technician V			4.56
30086 - Engineering Technician VI			5.66
30090 - Environmental Technician		24	4.20
30095 - Evidence Control Specialist		24	4.20
30210 - Laboratory Technician			3.45

30221 - Latent Fingerprint Technician I	26.80
	20 60
30222 - Latent Fingerprint	29.60
Technician II	06 15
30240 - Mathematical Technician	26.15
30361 - Paralegal/Legal Assistant I	21.05
30362 - Paralegal/Legal Assistant II	26.08
30363 - Paralegal/Legal Assistant	31.89
	20 50
30364 - Paralegal/Legal Assistant IV	38.59
30375 - Petroleum Supply Specialist	29.60
30390 - Photo-Optics Technician	26.33
30395 - Radiation Control Technician	29.60
30461 - Technical Writer I	27.48
30462 - Technical Writer II	33.60
30463 - Technical Writer III	40.66
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	0000
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	26.80
30502 - Weather Forecaster II	32.60
30620 - Weather Observer Combined (see 2)	21.99
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.44
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	17.27
31030 - Bus Driver	22.93
31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	12.99
31290 - Shuttle Bus Driver	20.81
31310 - Taxi Driver	14.26
31361 - Truckdriver Light	20.81
31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.06
99050 - Desk Clerk	11.99
99095 - Embalmer	32.31

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.49
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	25.10
99310 - Mortician	32.31
99410 - Pest Controller	17.55
99510 - Photofinishing Worker	13.78
99710 - Recycling Laborer	20.89
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.11
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	25.93
99831 - Surveying Aide	18.38
99832 - Surveying Technician	22.84
99840 - Vending Machine Attendant	17.83
99841 - Vending Machine Repairer	20.60
99842 - Vending Machine Repairer Helper	17.39

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

<code>HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*</code>

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4809

Division of | Revision No.: 18 Daniel W. Simms

Director

Wage Determinations | Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Cass Fulton Miami White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.30
01013 - Accounting Clerk III		17.11
01020 - Administrative Assistant		23.20
01035 - Court Reporter		18.29
01041 - Customer Service		15.52
Representative I		
01042 - Customer Service		16.93
Representative II		

01043 - Customer Service		19.02
Representative III 01051 - Data Entry Operator I		13.52
01051 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		19.67
01070 - Document Preparation Clerk		13.97
01090 - Duplicating Machine Operator		13.97
01111 - General Clerk I		12.68
01112 - General Clerk II		13.84
01113 - General Clerk III		15.53
01120 - Housing Referral Assistant		19.56
01141 - Messenger Courier		11.39
01191 - Order Clerk I		16.25
01192 - Order Clerk II		17.73
01261 - Personnel Assistant		15.25
(Employment) I		
01262 - Personnel Assistant		17.05
(Employment) II		_,,
01263 - Personnel Assistant		19.00
(Employment) III		
01270 - Production Control Clerk		25.61
01290 - Rental Clerk		10.55
01300 - Scheduler Maintenance		15.69
01311 - Secretary I		15.69
01312 - Secretary II		17.54
01313 - Secretary III		19.56
01320 - Service Order Dispatcher		17.84
01410 - Supply Technician		23.20
01420 - Survey Worker		15.36
01460 - Switchboard		14.26
Operator/Receptionist		
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		13.97
01612 - Word Processor II		15.69
01613 - Word Processor III		17.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.42
Fiberglass		
05010 - Automotive	Electrician	17.08
05040 - Automotive Glass Installer		16.05
05070 - Automotive Worker		16.05
05110 - Mobile Equipment Servicer		14.88
05130 - Motor Equipment Metal		17.87
Mechanic		
05160 - Motor Equipment Metal Worker		16.05
05190 - Motor Vehicle Mechanic		17.87
05220 - Motor Vehicle Mechanic		14.39
Helper		

05250 - Motor Vehicle Upholstery	15.36
Worker	
05280 - Motor Vehicle Wrecker	16.05
05310 - Painter Automotive	17.08
05340 - Radiator Repair Specialist	16.05
05370 - Tire Repairer	15.40
05400 - Transmission Repair	17.87
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.83
07041 - Cook I	13.84
07042 - Cook II	14.83
07070 - Dishwasher	11.07
07130 - Food Service Worker	11.07
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And	
Repair Occupations	10.05
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	17.29
09110 - Furniture Repairer Minor	18.02
09130 - Upholsterer	19.25
11000 - General Services And Support	
Occupations	10 88
11030 - Cleaner Vehicles	13.77
11060 - Elevator Operator	13.77
11090 - Gardener	17.80
11122 - Housekeeping Aide 11150 - Janitor	15.19
	15.19
11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	13.99
11240 - Maid or Houseman 11260 - Pruner	12.93
11270 - Fruner 11270 - Tractor Operator	16.81
11330 - Trail Maintenance Worker	13.99
11360 - Window Cleaner	16.36
12000 - Health Occupations	10.50
12010 - Ambulance Driver	17.72
12010 Amburance Driver 12011 - Breath Alcohol Technician	20.19
12012 - Certified Occupational	27.38
Therapist Assistant	2,.50
12015 - Certified Physical Therapist	27.48
Assistant	_,•10
	18.32
12U2U - Dental Assistant	
12020 - Dental Assistant 12025 - Dental Hygienist	39.24
12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	39.24 28.41
12025 - Dental Hygienist	39.24 28.41 28.41

12040 - Emergency Medical Technician	17.72
12071 - Licensed Practical Nurse I	18.05
12072 - Licensed Practical Nurse II	20.19
12073 - Licensed Practical Nurse III	22.50
12100 - Medical Assistant	15.01
12130 - Medical Laboratory	23.47
Technician	
12160 - Medical Record Clerk	18.25
12190 - Medical Record Technician	20.42
12195 - Medical Transcriptionist	18.43
12210 - Nuclear Medicine	44.36
Technologist	
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	16.27
12236 - Optical Technician	18.05
12250 - Pharmacy Technician	14.62
12280 - Phlebotomist	14.79
12305 - Radiologic Technologist	27.65
12311 - Registered Nurse I	24.18
12312 - Registered Nurse II	29.58
12313 - Registered Nurse II	29.58
Specialist	
12314 - Registered Nurse III	35.80
12315 - Registered Nurse III	35.80
Anesthetist	
12316 - Registered Nurse IV	42.90
12317 - Scheduler (Drug and Alcohol	25.01
Testing)	
12320 - Substance Abuse Treatment	21.75
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.75
13012 - Exhibits Specialist II	20.76
13013 - Exhibits Specialist III	25.39
13041 - Illustrator I	16.75
13042 - Illustrator II	20.76
13043 - Illustrator III	25.39
13047 - Librarian	22.98
13050 - Library Aide/Clerk	13.34
13054 - Library Information	20.76
Technology Systems	
Administrator	
13058 - Library Technician	13.67
13061 - Media Specialist I	14.97
13062 - Media Specialist II	16.75
13063 - Media Specialist III	18.68

13071 - Photographer I	14.97
13072 - Photographer II	16.75
13073 - Photographer III	20.76
13074 - Photographer IV	25.39
13075 - Photographer V	30.72
13090 - Technical Order Library	15.71
Clerk	
13110 - Video Teleconference	14.97
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	14.53
14042 - Computer Operator II	16.95
14043 - Computer Operator III	18.49
14044 - Computer Operator IV	20.09
14045 - Computer Operator V	22.25
14071 - Computer Programmer I (see 1)	21.19
14072 - Computer Programmer II (see 1)	26.24
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	14.53
Operator	
14160 - Personal Computer Support	20.09
Technician	
14170 - System Support Specialist	27.56
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	27.88
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	33.73
Instructor (Rated)	
15030 - Air Crew Training Devices	40.42
Instructor (Pilot)	
15050 - Computer Based Training	27.88
Specialist / Instructor	
15060 - Educational Technologist	27.88
15070 - Flight Instructor (Pilot)	40.42
15080 - Graphic Artist	21.63
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	20.67
15095 - Technical Instructor/Course	25.29
Developer	
15110 - Test Proctor	16.69

15120 - Tutor	16.69
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.25
Room)	
19040 - Tool And Die Maker	27.16
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	23.12
21030 - Material Coordinator	25.61
21040 - Material Expediter	25.61
21050 - Material Handling Laborer	17.19
21071 - Order Filler	14.43
21080 - Production Line Worker (Food	23.12
Processing)	20.12
21110 - Shipping Packer	17.72
21130 - Shipping/Receiving Clerk	17.72
21140 - Store Worker I	14.94
21150 - Stock Clerk	19.84
21210 - Tools And Parts Attendant	23.12
21410 - Warehouse Specialist	23.12
23000 - Mechanics And Maintenance And	23.12
Repair Occupations	
23010 - Aerospace Structural Welder	30.45
23019 - Aircraft Logs and Records	24.69
Technician	21.05
23021 - Aircraft Mechanic I	29.21
23022 - Aircraft Mechanic II	30.45
23023 - Aircraft Mechanic III	31.68
23040 - Aircraft Mechanic Helper	21.49
23050 - Aircraft Painter	27.88
23060 - Aircraft Servicer	24.69
23070 - Aircraft Survival Flight	27.88
Equipment Technician	27.00
23080 - Aircraft Worker	26.25
2000 AIICIGIC MOLACI	20.25

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	26.25
I	
23092 - Aircrew Life Support	29.21
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.67
23120 - Bicycle Repairer	19.55
23125 - Cable Splicer	38.07
23130 - Carpenter Maintenance	23.90
23140 - Carpet Layer	22.47
23160 - Electrician Maintenance	25.81
23181 - Electronics Technician	26.76
Maintenance I	
23182 - Electronics Technician	28.42
Maintenance II	
23183 - Electronics Technician	29.74
Maintenance III	
23260 - Fabric Worker	21.31
23290 - Fire Alarm System Mechanic	24.79
23310 - Fire Extinguisher Repairer	20.69
23311 - Fuel Distribution System	32.51
Mechanic	
23312 - Fuel Distribution System	26.44
Operator	
23370 - General Maintenance Worker	21.66
23380 - Ground Support Equipment	29.21
Mechanic	
23381 - Ground Support Equipment	24.69
Servicer	
23382 - Ground Support Equipment	26.25
Worker	
23391 - Gunsmith I	19.86
23392 - Gunsmith II	22.47
23393 - Gunsmith III	24.79
23410 - Heating Ventilation And Air-	26.44
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.35
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.40
23440 - Heavy Equipment Operator	23.35
23460 - Instrument Mechanic	24.79
23465 - Laboratory/Shelter Mechanic	23.67
23470 - Laborer	17.19
23510 - Locksmith	23.67
23530 - Machinery Maintenance	25.06
Mechanic	
23550 - Machinist Maintenance	24.42

23580 - Maintenance Trades Helper	14.74
23591 - Metrology Technician I	24.79
23592 - Metrology Technician II	25.84
23593 - Metrology Technician III	26.89
23640 - Millwright	27.57
23710 - Office Appliance Repairer	23.67
23760 - Painter Maintenance	23.67
23790 - Pipefitter Maintenance	28.69
23810 - Plumber Maintenance	27.37
23820 - Pneudraulic Systems Mechanic	24.79
23850 - Rigger	24.42
23870 - Scale Mechanic	22.47
23890 - Sheet-Metal Worker	30.33
Maintenance	30.33
23910 - Small Engine Mechanic	22.47
23931 - Telecommunications Mechanic	27.68
I	27.00
23932 - Telecommunications Mechanic	28.86
	20.00
II	24 42
23950 - Telephone Lineman	24.42
23960 - Welder Combination	22.97
Maintenance	04 50
23965 - Well Driller	24.79
23970 - Woodcraft Worker	24.79
23980 - Woodworker	19.86
24000 - Personal Needs Occupations	
24550 - Case Manager	15.89
24570 - Child Care Attendant	11.11
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.56
24620 - Family Readiness And Support	15.89
Services	
Coordinator	
24630 - Homemaker	17.68
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.44
25040 - Sewage Plant Operator	23.92
25070 - Stationary Engineer	25.44
25190 - Ventilation Equipment Tender	19.22
25210 - Water Treatment Plant	23.92
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.45
27007 - Baggage Inspector	15.13
27008 - Corrections Officer	16.66
27010 - Court Security Officer	20.12
27030 - Detection Dog Handler	16.92
27030 Detection bog handler 27040 - Detention Officer	16.66
27070 - Betention Officer 27070 - Firefighter	24.52
2.0.0 ETTETTAUCET	27.52

27101 - Guard I		15.13
27102 - Guard II		16.92
27131 - Police Officer I		21.22
27132 - Police Officer II		23.58
28000 - Recreation Occupations		23.30
28041 - Carnival Equipment Operator		16.52
28042 - Carnival Equipment Repairer		16.52
28043 - Carnival Worker		12.18
28210 - Gate Attendant/Gate Tender		14.41
28310 - Lifeguard		11.95
28350 - Park Attendant (Aide)		15.00
28510 - Recreation Aide/Health		10.95
Facility Attendant		10.55
28515 - Recreation Specialist		17.92
28630 - Sports Official		11.95
28690 - Swimming Pool Operator		21.60
29000 - Stevedoring/Longshoremen		21.00
Occupational Services		
29010 - Blocker And Bracer		24.72
29010 - Blocker And Bracer 29020 - Hatch Tender		24.72
29030 - Line Handler		24.72
29030 - Line Handler 29041 - Stevedore I		23.42
29041 - Stevedore I 29042 - Stevedore II		26.04
		20.04
30000 - Technical Occupations 30010 - Air Traffic Control	(see 2)	40.29
Specialist Center (HFO)	(See 2)	40.29
30011 - Air Traffic Control	(see 2)	27.78
Specialist Station (HFO)	(See 2)	21.10
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		30.39
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		26.80
30052 - Cryogenic Technician II		29.60
30061 - Drafter/CAD Operator I		17.39
30062 - Drafter/CAD Operator II		19.46
30063 - Drafter/CAD Operator III		21.68
30064 - Drafter/CAD Operator IV		26.70
30081 - Engineering Technician I		15.03
30082 - Engineering Technician II		16.89
30083 - Engineering Technician III		18.88
30084 - Engineering Technician IV		23.39
30085 - Engineering Technician V		28.62
30086 - Engineering Technician VI		34.63
30090 - Engineering rechnician VI		24.10
30095 - Evidence Control Specialist		24.10
30210 - Laboratory Technician		23.45
JUZIU HADOLACOLY TECHNICIAN		4J.4J

30221 - Latent Fingerprint Technician I	26.80
30222 - Latent Fingerprint	29.60
Technician II	27.00
30240 - Mathematical Technician	24.10
30361 - Paralegal/Legal Assistant I	20.57
30362 - Paralegal/Legal Assistant II	25.48
30363 - Paralegal/Legal Assistant	31.17
III	JI • I /
30364 - Paralegal/Legal Assistant IV	37.72
30375 - Petroleum Supply Specialist	29.60
30390 - Photo-Optics Technician	24.10
30395 - Radiation Control Technician	29.60
30461 - Technical Writer I	24.10
30462 - Technical Writer II	29.48
30463 - Technical Writer III	35.67
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	23.00
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	30.90
	37.13
30493 - Unexploded Ordnance (UXO) Technician III	37.13
	25.60
30494 - Unexploded (UXO) Safety	25.60
Escort Control of the	25 60
30495 - Unexploded (UXO) Sweep	25.60
Personnel	06.00
30501 - Weather Forecaster I	26.80
30502 - Weather Forecaster II	32.60
30620 - Weather Observer Combined (see 2)	21.68
Upper Air Or	
Surface Programs	0410
30621 - Weather Observer Senior (see 2)	24.10
31000 - Transportation/Mobile	
Equipment Operation Occupations	20 00
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.84
31030 - Bus Driver	18.84
31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.99
31290 - Shuttle Bus Driver	15.69
31310 - Taxi Driver	12.53
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	20.68
31364 - Truckdriver Tractor-Trailer	20.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.06
99050 - Desk Clerk	11.99
99095 - Embalmer	26.79

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.80
99252 - Laboratory Animal Caretaker II	15.92
99260 - Marketing Analyst	25.10
99310 - Mortician	26.79
99410 - Pest Controller	21.76
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	23.85
99730 - Refuse Collector	18.35
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	14.64
99830 - Survey Party Chief	23.42
99831 - Surveying Aide	14.38
99832 - Surveying Technician	19.69
99840 - Vending Machine Attendant	21.48
99841 - Vending Machine Repairer	26.27
99842 - Vending Machine Repairer Helper	21.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

<code>HEALTH & WELFARE: \$4.60</code> per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

<code>HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*</code>

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4811

Daniel W. Simms Division of | Revision No.: 19

Director

Wage Determinations | Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Marshall

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.30
01013 - Accounting Clerk III		17.11
01020 - Administrative Assistant		23.20
01035 - Court Reporter		18.29
01041 - Customer Service		15.52
Representative I		
01042 - Customer Service		16.93
Representative II		

01043 - Customer Service Representative III	19.02
01051 - Data Entry Operator I	13.52
01051 - Data Entry Operator II	14.75
	19.67
01060 - Dispatcher Motor Vehicle	
01070 - Document Preparation Clerk	13.97
01090 - Duplicating Machine Operator	13.97
01111 - General Clerk I	12.68
01112 - General Clerk II	13.84
01113 - General Clerk III	15.53
01120 - Housing Referral Assistant	19.56
01141 - Messenger Courier	12.85
01191 - Order Clerk I	16.25
01192 - Order Clerk II	17.73
01261 - Personnel Assistant	15.25
(Employment) I	
01262 - Personnel Assistant	17.05
(Employment) II	
01263 - Personnel Assistant	19.00
(Employment) III	
01270 - Production Control Clerk	25.61
01290 - Rental Clerk	10.34
01300 - Scheduler Maintenance	15.69
01311 - Secretary I	15.69
01312 - Secretary II	17.54
01313 - Secretary III	19.56
01320 - Service Order Dispatcher	17.59
01410 - Supply Technician	23.20
01420 - Survey Worker	14.93
01460 - Switchboard	14.26
Operator/Receptionist	
01531 - Travel Clerk I	13.87
01532 - Travel Clerk II	14.82
01533 - Travel Clerk III	15.80
01611 - Word Processor I	13.97
01612 - Word Processor II	15.69
01613 - Word Processor III	17.54
05000 - Automotive Service Occupations	17.01
05005 - Automobile Body Repairer	23.23
Fiberglass	23.23
05010 - Automotive Electrician	17.72
05040 - Automotive Glass Installer	17.72
05070 - Automotive Grass Installer	17.20
05110 - Mobile Equipment Servicer	16.01
	18.36
05130 - Motor Equipment Metal Mechanic	10.30
	17.20
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	17.20
05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic	
U522U - MOTOR Venicle Mechanic Helper	15.41

05250 - Motor Vehicle Upholstery	16.59
Worker 05280 - Motor Vehicle Wrecker	17.20
05260 - Motor Venicle Wrecker 05310 - Painter Automotive	19.20
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	17.20
05370 - Radiator Repair Specialist 05370 - Tire Repairer	16.29
05400 - Transmission Repair	18.36
Specialist	10.50
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.89
07041 - Cook I	11.56
07042 - Cook II	12.93
07070 - Dishwasher	8.98
07130 - Food Service Worker	9.72
07210 - Meat Cutter	14.68
07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And	3
Repair Occupations	
09010 - Electrostatic Spray Painter	17.57
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	15.51
09110 - Furniture Repairer Minor	17.78
09130 - Upholsterer	19.12
09130 - Ophotsceret	1 J • 1 L
11000 - General Services And Support	17.12
-	10.12
11000 - General Services And Support	13.77
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles	13.77 13.77 17.80
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	13.77 13.77
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	13.77 13.77 17.80
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	13.77 13.77 17.80 14.77 14.77
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	13.77 13.77 17.80 14.77 14.77 13.99 11.65
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57 13.99
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57 13.99 16.23
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57 13.99 16.23
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57 13.99 16.23
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57 13.99 16.23
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57 13.99 16.23
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57 13.99 16.23
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57 13.99 16.23 17.72 20.19 27.38
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57 13.99 16.23 17.72 20.19 27.38 27.48
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57 13.99 16.23 17.72 20.19 27.38 27.48 18.60 39.24
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57 13.99 16.23 17.72 20.19 27.38 27.48 18.60 39.24 28.41
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	13.77 13.77 17.80 14.77 14.77 13.99 11.65 12.74 16.57 13.99 16.23 17.72 20.19 27.38 27.48 18.60 39.24

12040 - Emergency Medical Technician	17.72
12071 - Licensed Practical Nurse I	18.05
12072 - Licensed Practical Nurse II	20.19
12073 - Licensed Practical Nurse III	22.50
12100 - Medical Assistant	15.01
12130 - Medical Laboratory	23.47
Technician	
12160 - Medical Record Clerk	18.25
12190 - Medical Record Technician	20.42
12195 - Medical Transcriptionist	18.43
12210 - Nuclear Medicine	44.36
Technologist	
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	16.35
12236 - Optical Technician	18.05
12250 - Pharmacy Technician	14.62
12280 - Phlebotomist	14.79
12305 - Radiologic Technologist	27.65
12311 - Registered Nurse I	24.18
12312 - Registered Nurse II	29.58
12313 - Registered Nurse II	29.58
Specialist	
12314 - Registered Nurse III	35.80
12315 - Registered Nurse III	35.80
Anesthetist	
12316 - Registered Nurse IV	42.90
12317 - Scheduler (Drug and Alcohol	25.01
Testing)	
12320 - Substance Abuse Treatment	21.75
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.09
13012 - Exhibits Specialist II	21.18
13013 - Exhibits Specialist III	25.91
13041 - Illustrator I	17.09
13042 - Illustrator II	21.18
13043 - Illustrator III	25.91
13047 - Librarian	23.46
13050 - Library Aide/Clerk	13.43
13054 - Library Information	21.18
Technology Systems	
Administrator	
13058 - Library Technician	15.31
13061 - Media Specialist I	15.28
13062 - Media Specialist II	17.09
13063 - Media Specialist III	19.06
•	

13071 - Photographer I	16.05
13072 - Photographer II	19.00
13073 - Photographer III	20.21
13074 - Photographer IV	24.72
13075 - Photographer V	29.91
13090 - Technical Order Library	15.71
Clerk	
13110 - Video Teleconference	18.59
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	14.54
14042 - Computer Operator II	17.08
14043 - Computer Operator III	22.19
14044 - Computer Operator IV	24.66
14045 - Computer Operator V	27.31
14071 - Computer Programmer I (see 1)	22.73
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	14.54
Operator	
14160 - Personal Computer Support	24.66
Technician	
14170 - System Support Specialist	27.56
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.52
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	33.73
Instructor (Rated)	
15030 - Air Crew Training Devices	40.42
Instructor (Pilot)	
15050 - Computer Based Training	28.52
Specialist / Instructor	
15060 - Educational Technologist	27.88
15070 - Flight Instructor (Pilot)	40.42
15080 - Graphic Artist	21.02
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	22.17
15095 - Technical Instructor/Course	27.12
Developer	
15110 - Test Proctor	17.89

15120 - Tutor	17.89
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	20.56
Room)	
19040 - Tool And Die Maker	23.94
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.49
21030 - Material Coordinator	25.61
21040 - Material Expediter	25.61
21050 - Material Handling Laborer	16.99
21071 - Order Filler	14.43
21080 - Production Line Worker (Food	17.49
Processing)	
21110 - Shipping Packer	17.72
21130 - Shipping/Receiving Clerk	17.72
21140 - Store Worker I	14.94
21150 - Stock Clerk	19.84
21210 - Tools And Parts Attendant	17.49
21410 - Warehouse Specialist	17.49
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.45
23019 - Aircraft Logs and Records	24.69
Technician	
23021 - Aircraft Mechanic I	29.21
23022 - Aircraft Mechanic II	30.45
23023 - Aircraft Mechanic III	31.68
23040 - Aircraft Mechanic Helper	21.49
23050 - Aircraft Painter	27.88
23060 - Aircraft Servicer	24.69
23070 - Aircraft Survival Flight	27.88
Equipment Technician	
23080 - Aircraft Worker	26.25

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	26.25
I	
23092 - Aircrew Life Support	29.21
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.60
23120 - Bicycle Repairer	19.55
23125 - Cable Splicer	38.07
23130 - Carpenter Maintenance	23.90
23140 - Carpet Layer	22.23
23160 - Electrician Maintenance	25.81
23181 - Electronics Technician	26.76
Maintenance I	00 10
23182 - Electronics Technician	28.42
Maintenance II	
23183 - Electronics Technician	29.74
Maintenance III	
23260 - Fabric Worker	20.91
23290 - Fire Alarm System Mechanic	24.79
23310 - Fire Extinguisher Repairer	19.55
23311 - Fuel Distribution System	30.12
Mechanic	
23312 - Fuel Distribution System	24.30
Operator	
23370 - General Maintenance Worker	21.66
23380 - Ground Support Equipment	29.21
Mechanic	
23381 - Ground Support Equipment	24.69
Servicer	
23382 - Ground Support Equipment	26.25
Worker	
23391 - Gunsmith I	19.55
23392 - Gunsmith II	22.23
23393 - Gunsmith III	24.79
23410 - Heating Ventilation And Air-	25.20
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.46
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.08
23440 - Heavy Equipment Operator	25.76
23460 - Instrument Mechanic	24.79
23465 - Laboratory/Shelter Mechanic	23.66
23470 - Laborer	16.99
23510 - Locksmith	23.66
23530 - Machinery Maintenance	23.92
Mechanic	
23550 - Machinist Maintenance	22.41

23580 - Maintenance Trades Helper	15.28
23591 - Metrology Technician I	24.79
23592 - Metrology Technician II	25.84
23593 - Metrology Technician III	26.89
23640 - Millwright	27.73
23710 - Office Appliance Repairer	19.46
23760 - Painter Maintenance	19.11
23790 - Pipefitter Maintenance	28.69
23810 - Plumber Maintenance	27.37
23820 - Pneudraulic Systems Mechanic	24.79
23850 - Rigger	23.67
23870 - Scale Mechanic	22.23
23890 - Sheet-Metal Worker	29.83
Maintenance	23.03
23910 - Small Engine Mechanic	20.09
23931 - Telecommunications Mechanic	27.68
I	27.00
23932 - Telecommunications Mechanic	28.86
	20.00
II	22 ((
23950 - Telephone Lineman	23.66
23960 - Welder Combination	18.31
Maintenance	04.70
23965 - Well Driller	24.79
23970 - Woodcraft Worker	24.79
23980 - Woodworker	19.55
24000 - Personal Needs Occupations	
24550 - Case Manager	15.89
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	12.14
24610 - Chore Aide	11.56
24620 - Family Readiness And Support	15.89
Services	
Coordinator	
24630 - Homemaker	15.89
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.79
25040 - Sewage Plant Operator	21.80
25070 - Stationary Engineer	24.79
25190 - Ventilation Equipment Tender	18.17
25210 - Water Treatment Plant	21.80
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.45
27007 - Baggage Inspector	15.13
27008 - Corrections Officer	15.72
27010 - Court Security Officer	20.12
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	15.72
27070 - Firefighter	24.52
_ · · · · ·	21.02

27101 - Guard I		15.13
27102 - Guard II		16.92
27131 - Police Officer I		21.22
27132 - Police Officer II		23.58
28000 - Recreation Occupations		20.00
28041 - Carnival Equipment Operator		13.97
28042 - Carnival Equipment Repairer		15.04
28043 - Carnival Worker		10.75
28210 - Gate Attendant/Gate Tender		12.93
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.47
28510 - Recreation Aide/Health		11.10
Facility Attendant		11.10
28515 - Recreation Specialist		17.92
28630 - Sports Official		11.52
28690 - Swimming Pool Operator		18.38
29000 - Stevedoring/Longshoremen		10.30
Occupational Services		
29010 - Blocker And Bracer		21.54
29010 - Blocker And Bracer 29020 - Hatch Tender		21.54
29030 - Hatch Tender 29030 - Line Handler		21.54
29030 - Line Handler 29041 - Stevedore I		
		20.27
29042 - Stevedore II		22.85
30000 - Technical Occupations	(0)	40.00
30010 - Air Traffic Control	(see 2)	40.29
Specialist Center (HFO)	(0)	07 70
30011 - Air Traffic Control	(see 2)	27.78
Specialist Station (HFO)		20 50
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		17 17
30021 - Archeological Technician I		17.47
30022 - Archeological Technician II		19.53
30023 - Archeological Technician III		0 1 0 0
-		24.20
30030 - Cartographic Technician		24.20
30030 - Cartographic Technician 30040 - Civil Engineering Technician		24.20 24.20
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I		24.20 24.20 26.80
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II		24.20 24.20 26.80 29.60
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I		24.20 24.20 26.80 29.60 17.47
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		24.20 24.20 26.80 29.60 17.47 19.53
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III		24.20 24.20 26.80 29.60 17.47 19.53 21.77
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III		24.20 24.20 26.80 29.60 17.47 19.53 21.77 26.80
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		24.20 24.20 26.80 29.60 17.47 19.53 21.77 26.80 16.09
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II		24.20 24.20 26.80 29.60 17.47 19.53 21.77 26.80 16.09 18.05
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician III		24.20 24.20 26.80 29.60 17.47 19.53 21.77 26.80 16.09 18.05 20.19
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III		24.20 24.20 26.80 29.60 17.47 19.53 21.77 26.80 16.09 18.05 20.19 25.03
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		24.20 24.20 26.80 29.60 17.47 19.53 21.77 26.80 16.09 18.05 20.19 25.03 30.62
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		24.20 24.20 26.80 29.60 17.47 19.53 21.77 26.80 16.09 18.05 20.19 25.03
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		24.20 24.20 26.80 29.60 17.47 19.53 21.77 26.80 16.09 18.05 20.19 25.03 30.62
30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V		24.20 24.20 26.80 29.60 17.47 19.53 21.77 26.80 16.09 18.05 20.19 25.03 30.62 37.04

30221 - Latent Fingerprint Technician I	26.80
30222 - Latent Fingerprint	29.60
Technician II	23.00
30240 - Mathematical Technician	24.20
30361 - Paralegal/Legal Assistant I	20.57
30362 - Paralegal/Legal Assistant II	25.48
30363 - Paralegal/Legal Assistant	31.17
III	JI • I /
30364 - Paralegal/Legal Assistant IV	37.72
30375 - Petroleum Supply Specialist	29.60
30390 - Photo-Optics Technician	24.20
30395 - Radiation Control Technician	29.60
30461 - Technical Writer I	24.20
30462 - Technical Writer II	29.60
30462 - Technical Writer III	35.82
	25.60
30491 - Unexploded Ordnance (UXO) Technician I	25.60
	30.98
30492 - Unexploded Ordnance (UXO) Technician II	30.90
	00 07
30493 - Unexploded Ordnance (UXO)	92.97
Technician III	25 60
30494 - Unexploded (UXO) Safety	25.60
Escort	05.60
30495 - Unexploded (UXO) Sweep	25.60
Personnel	0.6.00
30501 - Weather Forecaster I	26.80
30502 - Weather Forecaster II	32.60
30620 - Weather Observer Combined (see 2)	21.77
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.20
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.84
31030 - Bus Driver	18.84
31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.99
31290 - Shuttle Bus Driver	15.69
31310 - Taxi Driver	13.21
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	17.18
31363 - Truckdriver Heavy	20.55
31364 - Truckdriver Tractor-Trailer	20.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.06
99050 - Desk Clerk	11.99
99095 - Embalmer	26.79

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	25.10
99310 - Mortician	26.79
99410 - Pest Controller	17.01
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.16
99711 - Recycling Specialist	23.85
99730 - Refuse Collector	18.35
99810 - Sales Clerk	11.74
99820 - School Crossing Guard	14.01
99830 - Survey Party Chief	22.65
99831 - Surveying Aide	13.70
99832 - Surveying Technician	19.69
99840 - Vending Machine Attendant	19.92
99841 - Vending Machine Repairer	22.24
99842 - Vending Machine Repairer Helper	19.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

<code>HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*</code>

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION \mid WASHINGTON D.C. 20210

Daniel W. Simms Director

| Wage Determination No.: 2015-4813 Division of | Revision No.: 18

Wage Determinations | Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Blackford Grant Jay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.95
01012 - Accounting Clerk II		16.78
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		23.21
01035 - Court Reporter		20.85
01041 - Customer Service		12.87
Representative I		
01042 - Customer Service		14.43
Representative II		

479

01043 - Customer Service Representative III		15.80
01051 - Data Entry Operator I		14.15
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		18.92
01070 - Document Preparation Clerk		12.81
01090 - Duplicating Machine Operator		12.81
01111 - General Clerk I		12.91
01112 - General Clerk II		14.09
01113 - General Clerk III		15.83
01120 - Housing Referral Assistant		17.94
01141 - Messenger Courier		13.90
01191 - Order Clerk I		15.48
01192 - Order Clerk II		16.89
01261 - Personnel Assistant		16.59
(Employment) I		
01262 - Personnel Assistant		18.55
(Employment) II		
01263 - Personnel Assistant		20.68
(Employment) III		
01270 - Production Control Clerk		26.58
01290 - Rental Clerk		12.68
01300 - Scheduler Maintenance		14.39
01311 - Secretary I		14.39
01312 - Secretary II		16.09
01313 - Secretary III		17.94
01320 - Service Order Dispatcher		17.19
01410 - Supply Technician		23.21
01420 - Survey Worker		15.37
01460 - Switchboard		13.91
Operator/Receptionist		
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		12.86
01612 - Word Processor II		14.43
01613 - Word Processor III		16.14
05000 - Automotive Service Occupations		10 00
05005 - Automobile Body Repairer		18.96
Fiberglass	71	10 00
05010 - Automotive 05040 - Automotive Glass Installer	Electrician	18.82 17.83
05070 - Automotive Glass Installer		
		17.83 16.52
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		19.60
Mechanic		19.00
05160 - Motor Equipment Metal Worker		17.83
05100 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		19.60
05220 - Motor Vehicle Mechanic		15.90
Helper		10.00
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05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.83
05310 - Painter Automotive	18.82
	17.83
05340 - Radiator Repair Specialist 05370 - Tire Repairer	14.09
05400 - Transmission Repair	19.60
Specialist	19.00
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.93
07041 - Cook I	11.00
07042 - Cook II	12.35
07070 - Dishwasher	9.14
07130 - Food Service Worker	10.09
07210 - Meat Cutter	17.36
07260 - Waiter/Waitress	9.22
09000 - Furniture Maintenance And	7.22
Repair Occupations	
09010 - Electrostatic Spray Painter	21.88
09040 - Furniture Handler	14.50
09080 - Furniture Refinisher	21.88
09090 - Furniture Refinisher Helper	17.20
09110 - Furniture Repairer Minor	19.65
09130 - Upholsterer	21.88
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.78
11060 - Elevator Operator	13.78
11090 - Gardener	16.92
11122 - Housekeeping Aide	13.25
11150 - Janitor	13.25
11210 - Laborer Grounds Maintenance	13.30
11240 - Maid or Houseman	10.60
11260 - Pruner	12.08
11270 - Tractor Operator	15.77
11330 - Trail Maintenance Worker	13.30
11360 - Window Cleaner	14.59
12000 - Health Occupations	
12010 - Ambulance Driver	16.68
12011 - Breath Alcohol Technician	19.70
12012 - Certified Occupational	28.07
Therapist Assistant	
12015 - Certified Physical Therapist	30.69
Assistant	
12020 - Dental Assistant	
12020 Delical Assistant	23.56
12025 - Dental Hygienist	23.56 37.19
	37.19 26.40
12025 - Dental Hygienist	37.19

12040 - Emergency Medical Technician	16.68
12071 - Licensed Practical Nurse I	17.62
12072 - Licensed Practical Nurse II	19.70
12073 - Licensed Practical Nurse III	21.96
12100 - Medical Assistant	15.58
12130 - Medical Laboratory	25.26
Technician	
12160 - Medical Record Clerk	17.82
12190 - Medical Record Technician	19.93
12195 - Medical Transcriptionist	17.62
12210 - Nuclear Medicine	43.30
Technologist	
12221 - Nursing Assistant I	12.43
12222 - Nursing Assistant II	13.97
12223 - Nursing Assistant III	15.24
12224 - Nursing Assistant IV	17.12
12235 - Optical Dispenser	14.09
12236 - Optical Technician	17.62
12250 - Pharmacy Technician	16.43
12280 - Phlebotomist	15.57
12305 - Radiologic Technologist	29.03
12311 - Registered Nurse I	25.38
12312 - Registered Nurse II	31.05
12313 - Registered Nurse II	31.05
Specialist	
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III	37.58
Anesthetist	
12316 - Registered Nurse IV	45.03
12317 - Scheduler (Drug and Alcohol	24.41
Testing)	
12320 - Substance Abuse Treatment	19.09
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.47
13012 - Exhibits Specialist II	20.41
13013 - Exhibits Specialist III	24.95
13041 - Illustrator I	16.47
13042 - Illustrator II	20.41
13043 - Illustrator III	24.95
13047 - Librarian	21.54
13050 - Library Aide/Clerk	12.07
13054 - Library Information	19.46
Technology Systems	
Administrator	
13058 - Library Technician	12.62
13061 - Media Specialist I	14.04
13062 - Media Specialist II	15.70
13063 - Media Specialist III	17.50

13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations	14.85 16.61 20.58 25.18 30.46 16.08
13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations	20.58 25.18 30.46 16.08
13074 - Photographer IV 13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations	25.18 30.46 16.08
13075 - Photographer V 13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations	30.46
13090 - Technical Order Library Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations	16.08
Clerk 13110 - Video Teleconference Technician 14000 - Information Technology Occupations	
13110 - Video Teleconference Technician 14000 - Information Technology Occupations	15.36
Technician 14000 - Information Technology Occupations	15.36
14000 - Information Technology Occupations	
Occupations	
14041 - Computer Operator I	
	16.81
14042 - Computer Operator II	18.80
14043 - Computer Operator III	20.97
14044 - Computer Operator IV	23.30
14045 - Computer Operator V	25.80
14071 - Computer Programmer I (see 1)	20.37
14072 - Computer Programmer II (see 1)	26.23
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	16.81
Operator	
14160 - Personal Computer Support	23.30
Technician	
14170 - System Support Specialist	28.14
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.32
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.89
Instructor (Rated)	
15030 - Air Crew Training Devices	42.43
Instructor (Pilot)	
15050 - Computer Based Training	31.32
Specialist / Instructor	
Specialist / Instructor	29.92
Specialist / Instructor 15060 - Educational Technologist	29.92 42.43
Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	
Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	42.43
Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop	42.43
Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop	42.43
Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop	42.43 21.71 39.98
Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing	42.43 21.71 39.98
Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing	42.43 21.71 39.98
Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot	42.43 21.71 39.98
Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor	42.43 21.71 39.98 39.98
Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor	42.43 21.71 39.98 39.98 39.98

15120 - Tutor	17.26
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.21
Room)	
19040 - Tool And Die Maker	28.99
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.61
21030 - Material Coordinator	26.58
21040 - Material Expediter	26.58
21050 - Material Handling Laborer	14.98
21071 - Order Filler	14.22
21080 - Production Line Worker (Food	17.61
Processing)	
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	15.18
21150 - Stock Clerk	20.37
21210 - Tools And Parts Attendant	17.61
21410 - Warehouse Specialist	17.61
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.78
23019 - Aircraft Logs and Records	23.55
Technician	
23021 - Aircraft Mechanic I	26.86
23022 - Aircraft Mechanic II	27.78
23023 - Aircraft Mechanic III	28.82
23040 - Aircraft Mechanic Helper	20.43
23050 - Aircraft Painter	26.01
23060 - Aircraft Servicer	23.55
23070 - Aircraft Survival Flight	26.01
Equipment Technician	
23080 - Aircraft Worker	24.86

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	24.86
T T	
23092 - Aircrew Life Support	26.86
Equipment (ALSE) Mechanic	20.00
II	
23110 - Appliance Mechanic	23.07
23120 - Repriance Mechanic 23120 - Bicycle Repairer	19.46
23125 - Cable Splicer	37.04
23130 - Carpenter Maintenance	21.25
23140 - Carpet Layer	22.40
23140 - Carpet Layer 23160 - Electrician Maintenance	29.21
23181 - Electronics Technician	24.40
Maintenance I	24.40
23182 - Electronics Technician	25.70
	23.70
Maintenance II 23183 - Electronics Technician	26 70
	26.70
Maintenance III	20 72
23260 - Fabric Worker	20.72
23290 - Fire Alarm System Mechanic	24.02
23310 - Fire Extinguisher Repairer	19.46
23311 - Fuel Distribution System	27.07
Mechanic	00 11
23312 - Fuel Distribution System	20.41
Operator	0.0
23370 - General Maintenance Worker	20.62
23380 - Ground Support Equipment	26.86
Mechanic	
23381 - Ground Support Equipment	23.55
Servicer	
23382 - Ground Support Equipment	24.86
Worker	
23391 - Gunsmith I	19.46
23392 - Gunsmith II	21.86
23393 - Gunsmith III	24.02
23410 - Heating Ventilation And Air-	20.69
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.43
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.02
23440 - Heavy Equipment Operator	23.20
23460 - Instrument Mechanic	24.02
23465 - Laboratory/Shelter Mechanic	23.07
23470 - Laborer	14.98
23510 - Locksmith	23.07
23530 - Machinery Maintenance	27.42
Mechanic	
23550 - Machinist Maintenance	20.87

23580 - Maintenance Trades Helper	15.43
23591 - Metrology Technician I	24.02
23592 - Metrology Technician II	24.88
23593 - Metrology Technician III	25.76
23640 - Millwright	27.98
23710 - Office Appliance Repairer	22.53
23760 - Painter Maintenance	19.31
23790 - Pipefitter Maintenance	30.17
23810 - Plumber Maintenance	29.08
23820 - Pneudraulic Systems Mechanic	24.02
23850 - Rigger	24.02
23870 - Scale Mechanic	21.86
23890 - Sheet-Metal Worker	21.63
Maintenance	
23910 - Small Engine Mechanic	21.78
23931 - Telecommunications Mechanic	27.55
I	
23932 - Telecommunications Mechanic	28.53
II	
23950 - Telephone Lineman	23.56
23960 - Welder Combination	20.24
Maintenance	
23965 - Well Driller	24.02
23970 - Woodcraft Worker	24.02
23980 - Woodworker	19.46
24000 - Personal Needs Occupations	
24550 - Case Manager	13.78
24570 - Child Care Attendant	10.67
24580 - Child Care Center Clerk	15.39
24610 - Chore Aide	11.53
24620 - Family Readiness And Support	13.78
Services	
Coordinator	
24630 - Homemaker	17.11
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.94
25040 - Sewage Plant Operator	21.08
25070 - Stationary Engineer	29.94
25190 - Ventilation Equipment Tender	22.60
25210 - Water Treatment Plant	21.08
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.17
27007 - Baggage Inspector	16.22
27008 - Corrections Officer	16.88
27010 - Court Security Officer	20.32
27030 - Detection Dog Handler	18.15
27040 - Detention Officer	16.88
27070 - Firefighter	23.77

27101 - Guard I			16.22
27102 - Guard II			18.15
27131 - Police Officer I			20.97
27132 - Police Officer II			23.31
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.02
28042 - Carnival Equipment Repairer			12.89
28043 - Carnival Worker			9.20
28210 - Gate Attendant/Gate Tender			14.32
28310 - Lifeguard			12.76
28350 - Park Attendant (Aide)			16.02
28510 - Recreation Aide/Health			11.69
Facility Attendant			
28515 - Recreation Specialist			19.85
28630 - Sports Official			12.76
28690 - Swimming Pool Operator			20.90
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			22.62
29020 - Hatch Tender			22.62
29030 - Line Handler			22.62
29041 - Stevedore I			21.42
29042 - Stevedore II			25.65
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	41.88
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	28.89
Specialist Station (HFO)			
30012 - Air Traffic Control			31.80
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			25.81
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			16.59
30082 - Engineering Technician II			18.63
30083 - Engineering Technician III			20.83
30084 - Engineering Technician IV			25.81
30085 - Engineering Technician V			31.57
30086 - Engineering Technician VI			38.21
30090 - Environmental Technician			25.81
30095 - Evidence Control Specialist			25.81
30210 - Laboratory Technician			23.73

30221 - Latent Fingerprint Technician I	28.58
30222 - Latent Fingerprint	31.57
Technician II	31.37
	OF 01
30240 - Mathematical Technician	25.81
30361 - Paralegal/Legal Assistant I	16.63
30362 - Paralegal/Legal Assistant II	20.59
30363 - Paralegal/Legal Assistant	25.20
III	00 10
30364 - Paralegal/Legal Assistant IV	30.48
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	38.21
30491 - Unexploded Ordnance (UXO)	26.62
Technician I	
30492 - Unexploded Ordnance (UXO)	32.21
Technician II	
30493 - Unexploded Ordnance (UXO)	38.60
Technician III	
30494 - Unexploded (UXO) Safety	26.62
Escort	
30495 - Unexploded (UXO) Sweep	26.62
Personnel	
30501 - Weather Forecaster I	28.58
30502 - Weather Forecaster II	34.78
30620 - Weather Observer Combined (see 2)	23.22
Upper Air Or	20.22
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.81
31000 - Transportation/Mobile	23.01
Equipment Operation Occupations	
	22 21
31010 - Airplane Pilot	32.21
31020 - Bus Aide	14.67
31030 - Bus Driver	19.93
31043 - Driver Courier	14.28
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	15.55
31310 - Taxi Driver	15.71
31361 - Truckdriver Light	15.39
31362 - Truckdriver Medium	16.50
31363 - Truckdriver Heavy	20.33
31364 - Truckdriver Tractor-Trailer	20.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.70
99030 - Cashier	10.90
99050 - Desk Clerk 99095 - Embalmer	10.67

99130 - Flight Follower	26.62
99251 - Laboratory Animal Caretaker	13.93
99252 - Laboratory Animal Caretaker	14.95
99260 - Marketing Analyst	26.15
99310 - Mortician	30.53
99410 - Pest Controller	25.24
99510 - Photofinishing Worker	13.99
99710 - Recycling Laborer	19.79
99711 - Recycling Specialist	23.47
99730 - Refuse Collector	17.97
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	13.05
99830 - Survey Party Chief	30.88
99831 - Surveying Aide	18.22
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	22.09
99841 - Vending Machine Repairer	26.62
99842 - Vending Machine Repairer Helper	22.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Director

Division of |

| Wage Determination No.: 2015-4815

Revision No.: 18

Wage Determinations | Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Decatur Fayette Fountain Henry Montgomery Parke

Rush Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.45
01012 - Accounting Clerk II		17.35
01013 - Accounting Clerk III		19.40
01020 - Administrative Assistant		24.00
01035 - Court Reporter		18.40
01041 - Customer Service		12.87
Representative I		
01042 - Customer Service		14.43
Representative II		

01043 - Customer Service Representative III		15.80
01051 - Data Entry Operator I		14.15
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		19.24
01070 - Document Preparation Clerk		14.05
01090 - Duplicating Machine Operator		14.05
01111 - General Clerk I		13.22
01112 - General Clerk II		14.45
01113 - General Clerk III		15.92
01120 - Housing Referral Assistant		20.59
01141 - Messenger Courier		14.51
01191 - Order Clerk I		15.48
01192 - Order Clerk II		16.89
01261 - Personnel Assistant		16.59
(Employment) I		
01262 - Personnel Assistant		18.55
(Employment) II		
01263 - Personnel Assistant		20.68
(Employment) III		
01270 - Production Control Clerk		26.58
01290 - Rental Clerk		15.07
01300 - Scheduler Maintenance		16.51
01311 - Secretary I		16.51
01312 - Secretary II		18.47
01313 - Secretary III		20.59
01320 - Service Order Dispatcher		17.76
01410 - Supply Technician		24.00
01420 - Survey Worker		16.49
01460 - Switchboard		13.91
Operator/Receptionist		
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		13.70
01612 - Word Processor II		15.13
01613 - Word Processor III		16.65
05000 - Automotive Service Occupations		04 65
05005 - Automobile Body Repairer		21.67
Fiberglass		00 01
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		19.42
05070 - Automotive Worker		19.39
05110 - Mobile Equipment Servicer		17.72
05130 - Motor Equipment Metal Mechanic		20.84
		19.39
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		20.84
05220 - Motor Vehicle Mechanic		17.09
Helper		± / • U ⊅
nerber		

05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	19.39
05310 - Painter Automotive	21.87
05340 - Radiator Repair Specialist	19.39
05370 - Radiator Repair Specialist	14.84
05400 - Transmission Repair	20.84
Specialist	20.04
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.11
07041 - Cook I	11.84
07042 - Cook II	13.15
07070 - Dishwasher	9.31
07130 - Food Service Worker	10.09
07210 - Meat Cutter	17.36
07260 - Waiter/Waitress	9.22
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.88
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	21.88
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer Minor	19.65
09130 - Upholsterer	21.88
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.78
11060 - Elevator Operator	13.78
11090 - Gardener	16.92
11122 - Housekeeping Aide	13.25
11150 - Janitor	13.25
11210 - Laborer Grounds Maintenance	13.30
11240 - Maid or Houseman	10.60
11260 - Pruner	12.08
11270 - Tractor Operator	15.77
11330 - Trail Maintenance Worker	13.30
11360 - Window Cleaner	14.59
12000 - Health Occupations 12010 - Ambulance Driver	16.78
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	19.70
12011 - Breath Alcohol Technician 12012 - Certified Occupational	28.07
Therapist Assistant	20.07
12015 - Certified Physical Therapist	30.69
Assistant	30.09
12020 - Dental Assistant	23.56
12025 - Dental Hygienist	37.42
12030 - EKG Technician	24.30
12035 - Electroneurodiagnostic	24.30
Technologist	
	

12040 - Emergency Medical Technician	16.78
12071 - Licensed Practical Nurse I	17.62
12072 - Licensed Practical Nurse II	19.70
12073 - Licensed Practical Nurse III	21.96
12100 - Medical Assistant	15.58
12130 - Medical Laboratory	25.26
Technician	
12160 - Medical Record Clerk	17.82
12190 - Medical Record Technician	19.93
12195 - Medical Transcriptionist	17.62
12210 - Nuclear Medicine	43.30
Technologist	
12221 - Nursing Assistant I	12.43
12222 - Nursing Assistant II	13.97
12223 - Nursing Assistant III	15.24
12224 - Nursing Assistant IV	17.12
12235 - Optical Dispenser	14.98
12236 - Optical Technician	17.62
12250 - Pharmacy Technician	16.43
12280 - Phlebotomist	15.57
12305 - Radiologic Technologist	29.03
12311 - Registered Nurse I	25.38
12312 - Registered Nurse II	31.05
12313 - Registered Nurse II	31.05
Specialist	
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III	37.58
Anesthetist	
12316 - Registered Nurse IV	45.03
12317 - Scheduler (Drug and Alcohol	24.41
Testing)	
12320 - Substance Abuse Treatment	19.09
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.04
13012 - Exhibits Specialist II	22.35
13013 - Exhibits Specialist III	27.33
13041 - Illustrator I	19.93
13042 - Illustrator II	24.69
13043 - Illustrator III	30.20
13047 - Librarian	24.08
13050 - Library Aide/Clerk	13.82
13054 - Library Information	25.49
Technology Systems	
Administrator	
13058 - Library Technician	16.41
13061 - Media Specialist I	15.68
13062 - Media Specialist II	17.53
13063 - Media Specialist III	19.55
real of services and	

13071 - Photographer I	15.55
13072 - Photographer II	17.39
13073 - Photographer III	21.55
13074 - Photographer IV	26.36
13075 - Photographer V	31.89
13090 - Technical Order Library	16.08
Clerk	
13110 - Video Teleconference	18.13
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.19
14042 - Computer Operator II	19.23
14043 - Computer Operator III	21.44
14044 - Computer Operator IV	23.83
14045 - Computer Operator V	27.51
14071 - Computer Programmer I (see 1)	21.92
14072 - Computer Programmer II (see 1)	27.18
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	24.52
Technician	
14170 - System Support Specialist	28.14
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.63
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.84
Instructor (Rated)	
15030 - Air Crew Training Devices	42.96
Instructor (Pilot)	
15050 - Computer Based Training	29.63
Specialist / Instructor	
15060 - Educational Technologist	30.94
15070 - Flight Instructor (Pilot)	42.96
15080 - Graphic Artist	21.39
15085 - Maintenance Test Pilot Fixed	39.98
Jet/Prop	
15086 - Maintenance Test Pilot	39.98
Rotary Wing	
15088 - Non-Maintenance Test/Co-	39.98
Pilot	
15090 - Technical Instructor	21.37
15095 - Technical Instructor/Course	26.15
Developer	
15110 - Test Proctor	17.26

15120 - Tutor	17.26
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.05
Room)	
19040 - Tool And Die Maker	30.19
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.12
21030 - Material Coordinator	26.58
21040 - Material Expediter	26.58
21050 - Material Handling Laborer	15.55
21071 - Order Filler	14.34
21080 - Production Line Worker (Food	18.12
Processing)	
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	15.18
21150 - Stock Clerk	20.37
21210 - Tools And Parts Attendant	18.12
21410 - Warehouse Specialist	18.12
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23019 - Aircraft Logs and Records	26.52
Technician	
23021 - Aircraft Mechanic I	29.80
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.03
23040 - Aircraft Mechanic Helper	24.43
23050 - Aircraft Painter	29.05
23060 - Aircraft Servicer	26.52
23070 - Aircraft Survival Flight	29.05
Equipment Technician	
23080 - Aircraft Worker	27.71

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	27.71
I	
23092 - Aircrew Life Support	29.80
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.07
23120 - Bicycle Repairer	19.46
23125 - Cable Splicer	37.04
23130 - Carpenter Maintenance	21.25
23140 - Carpet Layer	21.86
23160 - Electrician Maintenance	30.44
23181 - Electronics Technician	24.99
Maintenance I	
23182 - Electronics Technician	26.21
Maintenance II	
23183 - Electronics Technician	27.17
Maintenance III	
23260 - Fabric Worker	21.16
23290 - Fire Alarm System Mechanic	24.02
23310 - Fire Extinguisher Repairer	19.46
23311 - Fuel Distribution System	27.39
Mechanic	
23312 - Fuel Distribution System	22.23
Operator	
23370 - General Maintenance Worker	20.62
23380 - Ground Support Equipment	29.80
Mechanic	
23381 - Ground Support Equipment	26.52
Servicer	
23382 - Ground Support Equipment	27.71
Worker	
23391 - Gunsmith I	19.46
23392 - Gunsmith II	21.86
23393 - Gunsmith III	24.02
23410 - Heating Ventilation And Air-	21.76
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.54
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.02
23440 - Heavy Equipment Operator	23.27
23460 - Instrument Mechanic	24.02
23465 - Laboratory/Shelter Mechanic	23.07
23470 - Laborer	14.98
23510 - Locksmith	23.07
23530 - Machinery Maintenance	28.94
Mechanic	20.54
23550 - Machinist Maintenance	20.87

23580 - Maintenance Trades Helper	17.34
23591 - Metrology Technician I	24.02
23592 - Metrology Technician II	24.88
23593 - Metrology Technician III	25.76
23640 - Millwright	28.58
23710 - Office Appliance Repairer	22.91
23760 - Painter Maintenance	20.52
23790 - Pipefitter Maintenance	30.17
23810 - Plumber Maintenance	28.18
23820 - Pneudraulic Systems Mechanic	24.02
23850 - Rigger	24.02
23870 - Scale Mechanic	21.86
23890 - Sheet-Metal Worker	21.63
Maintenance	21.00
23910 - Small Engine Mechanic	21.78
23931 - Telecommunications Mechanic	27.55
	27.33
I 23932 - Telecommunications Mechanic	28.53
	28.53
II	22 57
23950 - Telephone Lineman	23.57
23960 - Welder Combination	21.37
Maintenance	0.4.00
23965 - Well Driller	24.02
23970 - Woodcraft Worker	24.02
23980 - Woodworker	19.46
24000 - Personal Needs Occupations	
24550 - Case Manager	14.58
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	11.53
24620 - Family Readiness And Support	14.58
Services	
Coordinator	
24630 - Homemaker	16.18
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.94
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	29.94
25190 - Ventilation Equipment Tender	22.60
25210 - Water Treatment Plant	21.19
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.16
27007 - Baggage Inspector	16.22
27008 - Corrections Officer	18.80
27010 - Court Security Officer	20.32
27030 - Detection Dog Handler	18.15
27040 - Detention Officer	18.80
27070 - Firefighter	23.77
	20.11

27101 - Guard I			16.22
27102 - Guard II			18.15
27131 - Police Officer I			23.19
27132 - Police Officer II			25.74
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.02
28042 - Carnival Equipment Repairer			12.89
28043 - Carnival Worker			9.20
28210 - Gate Attendant/Gate Tender			15.46
28310 - Lifeguard			12.76
28350 - Park Attendant (Aide)			17.28
28510 - Recreation Aide/Health			12.35
Facility Attendant			
28515 - Recreation Specialist			19.85
28630 - Sports Official			13.76
28690 - Swimming Pool Operator			18.29
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			24.18
29020 - Hatch Tender			24.18
29030 - Line Handler			24.18
29041 - Stevedore I			21.14
29042 - Stevedore II			25.14
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	41.88
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	28.89
Specialist Station (HFO)			
30012 - Air Traffic Control			31.80
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.63
30022 - Archeological Technician II			21.49
30023 - Archeological Technician III			25.81
30030 - Cartographic Technician			25.81
30040 - Civil Engineering Technician			25.81
30051 - Cryogenic Technician I			28.58
30052 - Cryogenic Technician II			31.57
30061 - Drafter/CAD Operator I			18.63
30062 - Drafter/CAD Operator II			21.49
30063 - Drafter/CAD Operator III			23.22
30064 - Drafter/CAD Operator IV			28.58
30081 - Engineering Technician I			16.59
30082 - Engineering Technician II			18.63
30083 - Engineering Technician III			21.32
30084 - Engineering Technician IV			27.03
30085 - Engineering Technician V			31.57
30086 - Engineering Technician VI			38.21
30090 - Environmental Technician			25.81
30095 - Evidence Control Specialist			25.81
30210 - Laboratory Technician			23.73

30222 - Latent Fingerprint 31.57 Technician II 30240 - Mathematical Technician 25.81 30361 - Paralegal/Legal Assistant I 17.14 30362 - Paralegal/Legal Assistant II 21.23 30363 - Paralegal/Legal Assistant II 21.23 30363 - Paralegal/Legal Assistant IV 31.42 30375 - Petroleum Supply Specialist 31.57 30390 - Photo-Optics Technician 25.81 30395 - Radiation Control Technician 31.57 30395 - Radiation Control Technician 31.57 30461 - Technical Writer II 25.81 30462 - Technical Writer III 38.21 30491 - Unexploded Ordnance (UXO) 32.21 Technician II 30492 - Unexploded Ordnance (UXO) 32.21 Technician II 30493 - Unexploded Ordnance (UXO) 38.60 Technician II 30493 - Unexploded (UXO) Safety 26.62 Technician II 30595 - Unexploded (UXO) Safety 26.62 Technician II 30501 - Weather Forecaster I 28.58 30502 - Weather Forecaster II 34.78 30620 - Weather Forecaster II 34.78 30502 - Weather Forecaster II 34.78 30502 - 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 32.21 31020 - Bus Aide 31.44 31.303 - Bus Driver 31.60 71.52 31.310 - Taxi Driver 17.52 31.310 - Taxi Driver 17.52 31.310 - Taxi Driver 17.52 31.310 - Taxi Driver 13.68 31.361 - Truckdriver Light 17.52 31.362 - Truckdriver Medium 22.44 31.363 - Truckdriver Heavy 22.50 31.364 - Truckdriver Heavy 22.50 31.365 - Truckdriver Heavy 22.50 31.364 - Truckdriver Heavy 22.50 31.365 - Truckdriver Heavy	30221 - Latent Fingerprint Technician I	28.58
Technician II 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I 30362 - Paralegal/Legal Assistant II 21.23 30363 - Paralegal/Legal Assistant II 21.23 30363 - Paralegal/Legal Assistant II 30364 - Paralegal/Legal Assistant IV 31.42 30375 - Petroleum Supply Specialist 31.57 30390 - Photo-Optics Technician 25.81 30395 - Radiation Control Technician 31.57 30461 - Technical Writer II 30462 - Technical Writer III 30491 - Unexploded Ordnance (UXO) 30491 - Unexploded Ordnance (UXO) 30491 - Unexploded Ordnance (UXO) 30493 - Unexploded Ordnance (UXO) 30493 - Unexploded Ordnance (UXO) 30493 - Unexploded (UXO) Safety 26.62 Escort 30495 - Unexploded (UXO) Sweep 26.62 Escort 30495 - Unexploded (UXO) Sweep 26.62 Escort 30495 - Unexploded (UXO) Sweep 26.62 Escort 30501 - Weather Forecaster I 30501 - Weather Forecaster II 30496 - Unexploded (UXO) Sweep 27 Upper Air Or Surface Programs 30501 - Weather Observer Combined (see 2) 30502 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31010 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 12.24 31290 - Shuttle Bus Driver 31360 - Truckdriver Light 31363 - Truckdriver Heavy 31364 - Truckdriver Heavy 31364 - Truckdriver Heavy 31365 - Truckdriver Heavy 31365 - Cabin Safety Specialist 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 10.56		31 57
30240 - Mathematical Technician 25.81		31.07
30361 - Paralegal/Legal Assistant I 27.14 30362 - Paralegal/Legal Assistant II 21.23 20.363 - Paralegal/Legal Assistant II 21.23 30363 - Paralegal/Legal Assistant IV 31.42 30375 - Petroleum Supply Specialist 31.57 30.390 - Photo-Optics Technician 25.81 30.395 - Radiation Control Technician 31.57 30.396 - Technical Writer II 25.81 30.395 - Radiation Control Technician 31.57 30.461 - Technical Writer III 31.57 30.462 - Technical Writer III 38.21 30.491 - Unexploded Ordnance (UXO) 26.62 Technician II 30.492 - Unexploded Ordnance (UXO) 32.21 Technician III 30.493 - Unexploded Ordnance (UXO) 38.60 Technician III 30.494 - Unexploded (UXO) Safety 26.62 Escort 26.52 26.62 Escort 28.58 30.502 - Weather Forecaster I 28.58 30.502 - Weather Forecaster II 34.78 30.501 - Weather Observer Combined (see 2) 23.22 Upper Air Or Surface Programs 30.501 - Weather Observer Senior (see 2) 25.81 31.000 - Transportation/Mobile Equipment Operation Occupations 31.010 - Airplane Pilot 32.21 31.020 - Bus Aide 31.030 - Bus Driver 20.30 31.030 - Taxi Driver 20.30 31.030 - Taxi Driver 20.30 31.030 - Taxi Driver 20.30 31.0362 - Truckdriver Heaty 22.50 31.362 - Truckdriver Heaty 22.50 31.362 - Truckdriver Heaty 22.50 31.363 - Truckdriver Heaty 22.50 31.363 - Truckdriver Heaty 22.50 31.363 - Truckdriver Tractor-Trailer 22.50 39.000 - Cashier 99.000 - Cashier 99.000 - Cashier 99.000 - Desk Clerk 10.56		25.81
30362 - Paralegal/Legal Assistant II 21.23		
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99050 - Desk Clerk 10.56		
	99095 - Embalmer	30.53

99130 - Flight Follower	26.62
99251 - Laboratory Animal Caretaker I	13.93
99252 - Laboratory Animal Caretaker II	14.95
99260 - Marketing Analyst	26.15
99310 - Mortician	30.53
99410 - Pest Controller	25.24
99510 - Photofinishing Worker	13.99
99710 - Recycling Laborer	19.79
99711 - Recycling Specialist	23.47
99730 - Refuse Collector	17.97
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.61
99830 - Survey Party Chief	27.75
99831 - Surveying Aide	17.09
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	22.09
99841 - Vending Machine Repairer	26.62
99842 - Vending Machine Repairer	22.09
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$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 4 weeks after 15 years and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION \mid WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4817

Daniel W. Simms Division of | Revision No.: 18 Director

Wage Determinations | Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Clinton Tipton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.95
01012 - Accounting Clerk II		16.78
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		23.21
01035 - Court Reporter		18.40
01041 - Customer Service		12.87
Representative I		
01042 - Customer Service		14.43
Representative II		

01043 - Customer Service Representative III		15.80
01051 - Data Entry Operator I		14.15
01051 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		19.24
01070 - Document Preparation Clerk		12.81
01090 - Duplicating Machine Operator		12.81
01111 - General Clerk I		12.91
01112 - General Clerk II		14.09
01113 - General Clerk III		15.83
01120 - Housing Referral Assistant		17.94
01141 - Messenger Courier		12.21
01191 - Order Clerk I		15.48
01192 - Order Clerk II		16.89
01261 - Personnel Assistant		16.59
(Employment) I		
01262 - Personnel Assistant		18.55
(Employment) II		
01263 - Personnel Assistant		20.68
(Employment) III		
01270 - Production Control Clerk		26.58
01290 - Rental Clerk		12.68
01300 - Scheduler Maintenance		14.39
01311 - Secretary I		14.39
01312 - Secretary II		16.09
01313 - Secretary III		17.94
01320 - Service Order Dispatcher		17.84
01410 - Supply Technician		23.21
01420 - Survey Worker		15.37
01460 - Switchboard		13.91
Operator/Receptionist		
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		12.81
01612 - Word Processor II		14.39
01613 - Word Processor III		16.09
05000 - Automotive Service Occupations		01 10
05005 - Automobile Body Repairer		21.40
Fiberglass		10 00
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		17.83
05070 - Automotive Worker		17.83
05110 - Mobile Equipment Servicer		15.88
05130 - Motor Equipment Metal Mechanic		19.60
05160 - Motor Equipment Metal Worker		17.83
05100 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		19.60
05220 - Motor Vehicle Mechanic		14.80
Helper		14.00

05250 - Motor Vehicle Upholstery Worker	16.90
05280 - Motor Vehicle Wrecker	17.83
05310 - Painter Automotive	18.82
05340 - Radiator Repair Specialist	17.83
05370 - Tire Repairer	13.95
05400 - Transmission Repair	19.60
Specialist	13.00
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.83
07041 - Cook I	13.84
07042 - Cook II	14.83
07070 - Dishwasher	11.07
07130 - Food Service Worker	11.07
07210 - Meat Cutter	17.36
07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.88
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	21.88
09090 - Furniture Refinisher Helper	17.29
09110 - Furniture Repairer Minor	19.65
09130 - Upholsterer	21.88
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.78
11060 - Elevator Operator	15.06
11090 - Gardener	16.92
11122 - Housekeeping Aide	15.19
11150 - Janitor	15.19
11210 - Laborer Grounds Maintenance	13.30
11240 - Maid or Houseman	10.60
11260 - Pruner	12.08
11270 - Tractor Operator	16.07
11330 - Trail Maintenance Worker 11360 - Window Cleaner	13.30
12000 - Window Cleaner 12000 - Health Occupations	15.46
12010 - Mearth Occupations 12010 - Ambulance Driver	17.30
12010 - Amburance Driver 12011 - Breath Alcohol Technician	19.70
12012 - Certified Occupational	28.07
Therapist Assistant	20.07
12015 - Certified Physical Therapist	30.69
Assistant	30.03
12020 - Dental Assistant	23.56
12025 - Dental Hygienist	37.19
12030 - EKG Technician	23.66
12035 - Electroneurodiagnostic	23.66
Technologist	
-	

12040 - Emergency Medical Technician	17.30
12071 - Licensed Practical Nurse I	17.62
12072 - Licensed Practical Nurse II	19.70
12073 - Licensed Practical Nurse III	21.96
12100 - Medical Assistant	15.58
12130 - Medical Laboratory	24.28
Technician	
12160 - Medical Record Clerk	17.82
12190 - Medical Record Technician	19.93
12195 - Medical Transcriptionist	17.62
12210 - Nuclear Medicine	43.30
Technologist	
12221 - Nursing Assistant I	12.43
12222 - Nursing Assistant II	13.97
12223 - Nursing Assistant III	15.24
12224 - Nursing Assistant IV	17.12
12235 - Optical Dispenser	14.49
12236 - Optical Technician	17.62
12250 - Pharmacy Technician	16.43
12280 - Phlebotomist	15.57
12305 - Radiologic Technologist	29.03
12311 - Registered Nurse I	25.38
12312 - Registered Nurse II	31.05
12313 - Registered Nurse II	31.05
Specialist	
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III	37.58
Anesthetist	
12316 - Registered Nurse IV	45.03
12317 - Scheduler (Drug and Alcohol	24.41
Testing)	
12320 - Substance Abuse Treatment	19.09
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.75
13012 - Exhibits Specialist II	20.76
13013 - Exhibits Specialist III	25.39
13041 - Illustrator I	16.75
13042 - Illustrator II	20.76
13043 - Illustrator III	25.39
13047 - Librarian	22.98
13050 - Library Aide/Clerk	13.34
13054 - Library Information	20.76
Technology Systems	
Administrator	
13058 - Library Technician	13.67
13061 - Media Specialist I	14.97
13062 - Media Specialist II	16.75
13063 - Media Specialist III	18.68

13071 - Photographer I		15.55
13072 - Photographer II		17.39
13073 - Photographer III		21.55
13074 - Photographer IV		26.36
13075 - Photographer V		31.89
13090 - Technical Order Library		16.08
Clerk		
13110 - Video Teleconference		14.97
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.98
14042 - Computer Operator II		17.99
14043 - Computer Operator III		20.05
14044 - Computer Operator IV		22.10
14045 - Computer Operator V		24.48
14071 - Computer Programmer I	(see 1)	20.37
14072 - Computer Programmer II	(see 1)	25.23
14073 - Computer Programmer III	(see 1)	20.25
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.57
14102 - Computer Systems Analyst II	(see 1)	27.57
14102 - Computer Systems Analyst III		
14150 - Peripheral Equipment	(266 1)	15.98
Operator		13.70
14160 - Personal Computer Support		22.10
Technician		22.10
14170 - System Support Specialist		28.14
15000 - Instructional Occupations		20.14
15010 - Aircrew Training Devices		27.57
Instructor (Non-Rated)		27.57
15020 - Aircrew Training Devices		33.36
Instructor (Rated)		33.30
15030 - Air Crew Training Devices		39.98
Instructor (Pilot)		37.70
15050 - Computer Based Training		27.57
Specialist / Instructor		27.57
15060 - Educational Technologist		29.22
15000 Educational Technologist 15070 - Flight Instructor (Pilot)		39.98
15080 - Graphic Artist		19.89
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		39.98
Jet/Prop		37.30
15086 - Maintenance Test Pilot		39.98
Rotary Wing		33.30
15088 - Non-Maintenance Test/Co-		39.98
Pilot		39.30
15090 - Technical Instructor		21.37
15090 - Technical Instructor 15095 - Technical Instructor/Course		26.15
Developer		Z0.13
15110 - Test Proctor		17.26
TOTIO - TEST PIOCIOI		11.20

15120 - Tutor	17.26
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.05
Room)	
19040 - Tool And Die Maker	29.88
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	23.12
21030 - Material Coordinator	26.58
21040 - Material Expediter	26.58
21050 - Material Handling Laborer	17.19
21071 - Order Filler	14.26
21080 - Production Line Worker (Food	23.12
Processing)	
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	15.18
21150 - Stock Clerk	20.37
21210 - Tools And Parts Attendant	23.12
21410 - Warehouse Specialist	23.12
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	25.26
23019 - Aircraft Logs and Records	22.26
Technician	
23021 - Aircraft Mechanic I	24.42
23022 - Aircraft Mechanic II	25.26
23023 - Aircraft Mechanic III	26.19
23040 - Aircraft Mechanic Helper	19.56
23050 - Aircraft Painter	23.65
23060 - Aircraft Servicer	22.26
23070 - Aircraft Survival Flight	23.65
Equipment Technician	
23080 - Aircraft Worker	22.99

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	22.99
I	
23092 - Aircrew Life Support	24.42
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.67
23120 - Bicycle Repairer	19.46
23125 - Cable Splicer	37.04
23130 - Carpenter Maintenance	21.25
23140 - Carpet Layer	22.47
23160 - Electrician Maintenance	29.21
23181 - Electronics Technician	24.50
Maintenance I	
23182 - Electronics Technician	26.04
Maintenance II	
23183 - Electronics Technician	26.86
Maintenance III	
23260 - Fabric Worker	21.31
23290 - Fire Alarm System Mechanic	24.42
23310 - Fire Extinguisher Repairer	20.69
23311 - Fuel Distribution System	26.86
Mechanic	
23312 - Fuel Distribution System	21.85
Operator	
23370 - General Maintenance Worker	20.62
23380 - Ground Support Equipment	24.42
Mechanic	
23381 - Ground Support Equipment	22.26
Servicer	
23382 - Ground Support Equipment	22.99
Worker	
23391 - Gunsmith I	19.86
23392 - Gunsmith II	22.47
23393 - Gunsmith III	24.42
23410 - Heating Ventilation And Air-	24.04
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.86
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.02
23440 - Heavy Equipment Operator	23.20
23460 - Instrument Mechanic	24.42
23465 - Laboratory/Shelter Mechanic	23.67
23470 - Laborer	17.19
23510 - Locksmith	23.67
23530 - Machinery Maintenance	27.42
Mechanic	
23550 - Machinist Maintenance	24.42

23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	24.42
23592 - Metrology Technician II	25.76
23593 - Metrology Technician III	26.72
23640 - Millwright	27.98
23710 - Office Appliance Repairer	23.67
23760 - Painter Maintenance	23.67
23790 - Pipefitter Maintenance	30.17
23810 - Plumber Maintenance	29.08
23820 - Pneudraulic Systems Mechanic	24.42
23850 - Rigger	24.42
23870 - Scale Mechanic	22.47
23890 - Sheet-Metal Worker	25.44
Maintenance	20.11
23910 - Small Engine Mechanic	22.47
23931 - Telecommunications Mechanic	27.55
	27.55
I 23932 - Telecommunications Mechanic	28.53
	28.53
II	24 42
23950 - Telephone Lineman	24.42
23960 - Welder Combination	22.97
Maintenance	0.4.40
23965 - Well Driller	24.42
23970 - Woodcraft Worker	24.42
23980 - Woodworker	19.86
24000 - Personal Needs Occupations	
24550 - Case Manager	14.95
24570 - Child Care Attendant	11.11
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.53
24620 - Family Readiness And Support	14.95
Services	
Coordinator	
24630 - Homemaker	17.68
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.94
25040 - Sewage Plant Operator	23.92
25070 - Stationary Engineer	29.94
25190 - Ventilation Equipment Tender	22.60
25210 - Water Treatment Plant	23.92
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.16
27007 - Baggage Inspector	16.22
27008 - Corrections Officer	16.88
27010 - Court Security Officer	20.32
27030 - Detection Dog Handler	18.15
27040 - Detention Officer	16.88
27070 - Firefighter	23.77
	20.11

27101 - Guard I		16.22
27102 - Guard II		18.15
27131 - Police Officer I		20.97
27132 - Police Officer II		23.31
28000 - Recreation Occupations		20.01
28041 - Carnival Equipment Operator		16.52
28042 - Carnival Equipment Repairer		16.52
28043 - Carnival Worker		12.18
28210 - Gate Attendant/Gate Tender		14.41
28310 - Lifeguard		12.76
28350 - Park Attendant (Aide)		16.02
28510 - Recreation Aide/Health		11.69
Facility Attendant		11.03
28515 - Recreation Specialist		19.85
28630 - Sports Official		12.76
28690 - Swimming Pool Operator		21.60
29000 - Stevedoring/Longshoremen		21.00
Occupational Services		
29010 - Blocker And Bracer		22.47
29010 - Blocker And Bracer 29020 - Hatch Tender		22.47
29020 - Hatch Tender 29030 - Line Handler		22.47
29041 - Stevedore I		21.31
29042 - Stevedore II		23.67
30000 - Technical Occupations	, ,	11 00
30010 - Air Traffic Control	(see 2) 41.88
Specialist Center (HFO)	, ,	00.00
30011 - Air Traffic Control	(see 2) 28.89
Specialist Station (HFO)		21 00
30012 - Air Traffic Control		31.80
Specialist Terminal (HFO) (see 2)		10 62
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		25.81
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		16.59
30082 - Engineering Technician II		18.63
30083 - Engineering Technician III		20.83
30084 - Engineering Technician IV		25.81
30085 - Engineering Technician V		31.57
30086 - Engineering Technician VI		20 21
		38.21
30090 - Environmental Technician		25.81
30090 - Environmental Technician 30095 - Evidence Control Specialist 30210 - Laboratory Technician		

30221 - Latent Fingerprint Technician I	28.58
30222 - Latent Fingerprint	31.57
Technician II	01.07
30240 - Mathematical Technician	25.81
30361 - Paralegal/Legal Assistant I	16.63
30362 - Paralegal/Legal Assistant II	20.59
30363 - Paralegal/Legal Assistant	25.20
III	20.20
30364 - Paralegal/Legal Assistant IV	30.48
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	38.21
30491 - Unexploded Ordnance (UXO)	26.62
Technician I	20.02
30492 - Unexploded Ordnance (UXO)	32.21
Technician II	00.01
30493 - Unexploded Ordnance (UXO)	38.60
Technician III	30.00
30494 - Unexploded (UXO) Safety	26.62
Escort	20.02
30495 - Unexploded (UXO) Sweep	26.62
Personnel	20.02
30501 - Weather Forecaster I	28.58
30502 - Weather Forecaster II	34.78
30620 - Weather Observer Combined (see 2)	23.22
Upper Air Or	20.22
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.81
31000 - Transportation/Mobile	20.01
Equipment Operation Occupations	
31010 - Airplane Pilot	32.21
31020 - Bus Aide	14.48
31030 - Bus Driver	19.60
31043 - Driver Courier	13.92
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	14.99
31310 - Taxi Driver	13.78
31361 - Truckdriver Light	14.99
31362 - Truckdriver Medium	16.63
31363 - Truckdriver Heavy	19.28
31364 - Truckdriver Tractor-Trailer	19.28
99000 - Miscellaneous Occupations	17.40
99020 - Cabin Safety Specialist	15.70
99030 - Cablin Safety Specialist 99030 - Cashier	10.90
99050 - Cashier 99050 - Desk Clerk	10.90
99050 - Desk Clerk 99095 - Embalmer	
22022 - Fungtimet	30.53

99130 - Flight Follower	26.62
99251 - Laboratory Animal Caretaker	15.11
99252 - Laboratory Animal Caretaker II	16.21
99260 - Marketing Analyst	26.15
99310 - Mortician	30.53
99410 - Pest Controller	25.24
99510 - Photofinishing Worker	13.99
99710 - Recycling Laborer	19.79
99711 - Recycling Specialist	23.47
99730 - Refuse Collector	17.97
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	14.53
99830 - Survey Party Chief	26.47
99831 - Surveying Aide	16.27
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	22.09
99841 - Vending Machine Repairer	26.62
99842 - Vending Machine Repairer Helper	22.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

<code>HEALTH & WELFARE: \$4.60</code> per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

<code>HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*</code>

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4819

Daniel W. Simms Division of | Revision No.: 18

Director

Wage Determinations | Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Randolph Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.28
01012 - Accounting Clerk II		17.15
01013 - Accounting Clerk III		19.20
01020 - Administrative Assistant		23.31
01035 - Court Reporter		19.34
01041 - Customer Service		12.87
Representative I		
01042 - Customer Service		14.43
Representative II		

01043 - Customer Service Representative III		15.80
01051 - Data Entry Operator I		14.15
01051 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		19.14
01070 - Document Preparation Clerk		12.81
01090 - Duplicating Machine Operator		12.81
01111 - General Clerk I		12.91
01112 - General Clerk II		14.09
01113 - General Clerk III		15.83
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		13.45
01191 - Order Clerk I		15.48
01192 - Order Clerk II		16.89
01261 - Personnel Assistant		16.59
(Employment) I		10.00
01262 - Personnel Assistant		18.55
(Employment) II		10.00
01263 - Personnel Assistant		20.68
(Employment) III		20.00
01270 - Production Control Clerk		26.58
01290 - Rental Clerk		14.69
01300 - Scheduler Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		17.19
01410 - Supply Technician		23.33
01420 - Survey Worker		17.54
01460 - Switchboard		13.91
Operator/Receptionist		10.01
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.82
01533 - Travel Clerk III		15.80
01611 - Word Processor I		13.96
01612 - Word Processor II		15.68
01613 - Word Processor III		17.54
05000 - Automotive Service Occupations		17.51
05005 - Automobile Body Repairer		19.82
Fiberglass		13.02
05010 - Automotive	Electrician	18.82
05040 - Automotive Glass Installer	210001101411	18.07
05070 - Automotive Worker		18.07
05110 - Mobile Equipment Servicer		16.64
05130 - Motor Equipment Metal		19.60
Mechanic		
05160 - Motor Equipment Metal Worker		18.07
05190 - Motor Vehicle Mechanic		19.60
05220 - Motor Vehicle Mechanic		15.92
Helper		
<u></u>		

05250 - Motor Vehicle Upholstery Worker	17.36
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter Automotive	18.82
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	15.24
05400 - Transmission Repair	19.60
Specialist	13.00
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.54
07041 - Cook I	11.61
07042 - Cook II	12.54
07070 - Dishwasher	9.14
07130 - Food Service Worker	10.09
07210 - Meat Cutter	17.36
07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.88
09040 - Furniture Handler	14.50
09080 - Furniture Refinisher	21.88
09090 - Furniture Refinisher Helper	17.20
09110 - Furniture Repairer Minor	19.65
09130 - Upholsterer	21.88
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.78
11060 - Elevator Operator	13.78
11090 - Gardener	16.92
11122 - Housekeeping Aide	14.76
11150 - Janitor	14.76
11210 - Laborer Grounds Maintenance	14.25
11240 - Maid or Houseman	10.60
11260 - Pruner	13.74
11270 - Tractor Operator	15.77
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	15.54
12000 - Health Occupations 12010 - Ambulance Driver	16.52
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	19.70
12011 - Breath Arcohol Technician 12012 - Certified Occupational	28.07
Therapist Assistant	20.07
12015 - Certified Physical Therapist	30.69
Assistant	30.03
12020 - Dental Assistant	23.56
12025 - Dental Hygienist	37.19
12030 - EKG Technician	21.46
12035 - Electroneurodiagnostic	21.46
Technologist	

12040 - Emergency Medical Technician	16.52
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.13
12073 - Licensed Practical Nurse III	23.56
12100 - Medical Assistant	15.58
12130 - Medical Laboratory	25.26
Technician	
12160 - Medical Record Clerk	17.82
12190 - Medical Record Technician	19.93
12195 - Medical Transcriptionist	17.62
12210 - Nuclear Medicine	43.30
Technologist	
12221 - Nursing Assistant I	12.43
12222 - Nursing Assistant II	13.97
12223 - Nursing Assistant III	15.24
12224 - Nursing Assistant IV	17.12
12235 - Optical Dispenser	15.82
12236 - Optical Technician	17.62
12250 - Pharmacy Technician	16.43
12280 - Phlebotomist	15.57
12305 - Radiologic Technologist	29.03
12311 - Registered Nurse I	25.38
12312 - Registered Nurse II	31.05
12313 - Registered Nurse II	31.05
Specialist	
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III	37.58
Anesthetist	
12316 - Registered Nurse IV	45.03
12317 - Scheduler (Drug and Alcohol	24.41
Testing)	
12320 - Substance Abuse Treatment	19.09
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.15
13012 - Exhibits Specialist II	24.96
13013 - Exhibits Specialist III	30.53
13041 - Illustrator I	22.55
13042 - Illustrator II	27.93
13043 - Illustrator III	34.16
13047 - Librarian	28.17
13050 - Library Aide/Clerk	12.35
13054 - Library Information	24.18
Technology Systems	
Administrator	
13058 - Library Technician	16.02
13061 - Media Specialist I	17.55
13062 - Media Specialist II	19.62
13063 - Media Specialist III	21.89

13071 - Photographer I	15.95
13072 - Photographer II	17.84
13073 - Photographer III	22.11
13074 - Photographer IV	27.04
13075 - Photographer V	32.71
13090 - Technical Order Library	16.08
Clerk	
13110 - Video Teleconference	18.20
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.79
14042 - Computer Operator II	18.79
14043 - Computer Operator III	20.95
14044 - Computer Operator IV	23.28
14045 - Computer Operator V	25.78
14071 - Computer Programmer I (see 1)	25.51
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	16.79
Operator	
14160 - Personal Computer Support	23.28
Technician	
14170 - System Support Specialist	28.14
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	42.16
Instructor (Pilot)	
15050 - Computer Based Training	30.08
Specialist / Instructor	
15060 - Educational Technologist	30.34
15070 - Flight Instructor (Pilot)	42.16
15080 - Graphic Artist	22.43
15085 - Maintenance Test Pilot Fixed	39.98
Jet/Prop	
15086 - Maintenance Test Pilot	39.98
Rotary Wing	
15088 - Non-Maintenance Test/Co-	39.98
Pilot	
15090 - Technical Instructor	21.37
15095 - Technical Instructor/Course	26.15
Developer	
15110 - Test Proctor	17.26

15120 - Tutor	17.26
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.53
16030 - Counter Attendant	10.53
16040 - Dry Cleaner	13.08
16070 - Finisher Flatwork Machine	10.53
16090 - Presser Hand	10.53
16110 - Presser Machine Drycleaning	10.53
16130 - Presser Machine Shirts	10.53
16160 - Presser Machine Wearing	10.53
Apparel Laundry	
16190 - Sewing Machine Operator	14.00
16220 - Tailor	14.90
16250 - Washer Machine	11.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.21
Room)	20.21
19040 - Tool And Die Maker	28.99
21000 - Materials Handling And Packing	20.33
Occupations	
21020 - Forklift Operator	18.11
21030 - Material Coordinator	26.58
21040 - Material Expediter	26.58
21050 - Material Handling Laborer	17.65
21071 - Order Filler	14.50
21080 - Production Line Worker (Food	18.11
Processing)	10.11
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	15.18
21150 - Stock Clerk	20.37
21210 - Tools And Parts Attendant	18.11
21410 - Warehouse Specialist	18.11
23000 - Mechanics And Maintenance And	10.11
Repair Occupations	
23010 - Aerospace Structural Welder	24.88
23019 - Aircraft Logs and Records	20.72
Technician	20.72
23021 - Aircraft Mechanic I	24.02
23022 - Aircraft Mechanic II	24.88
23023 - Aircraft Mechanic III	25.76
23040 - Aircraft Mechanic Helper	18.62
23050 - Aircraft Painter	23.47
23060 - Aircraft Servicer	20.72
23070 - Aircraft Servicel 23070 - Aircraft Survival Flight	23.47
Equipment Technician	20.11
23080 - Aircraft Worker	21.86
	21.00

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.86
I	0.4.00
23092 - Aircrew Life Support	24.02
Equipment (ALSE) Mechanic	
II	00 00
23110 - Appliance Mechanic	23.07
23120 - Bicycle Repairer	19.46
23125 - Cable Splicer	37.04
23130 - Carpenter Maintenance	21.25
23140 - Carpet Layer	21.86
23160 - Electrician Maintenance	29.21
23181 - Electronics Technician	24.99
Maintenance I	0.6.01
23182 - Electronics Technician	26.21
Maintenance II	05.45
23183 - Electronics Technician	27.17
Maintenance III	00 50
23260 - Fabric Worker	20.72
23290 - Fire Alarm System Mechanic	24.02
23310 - Fire Extinguisher Repairer	19.46
23311 - Fuel Distribution System	26.71
Mechanic	
23312 - Fuel Distribution System	22.07
Operator	
23370 - General Maintenance Worker	20.62
23380 - Ground Support Equipment	24.02
Mechanic	
23381 - Ground Support Equipment	20.72
Servicer	
23382 - Ground Support Equipment	21.86
Worker	
23391 - Gunsmith I	19.46
23392 - Gunsmith II	21.86
23393 - Gunsmith III	24.02
23410 - Heating Ventilation And Air-	20.69
Conditioning	
Mechanic	01 50
23411 - Heating Ventilation And Air	21.72
Contidioning	
Mechanic (Research Facility)	00 00
23430 - Heavy Equipment Mechanic	22.02
23440 - Heavy Equipment Operator	25.31
23460 - Instrument Mechanic	24.02
23465 - Laboratory/Shelter Mechanic	23.07
23470 - Laborer	15.39
23510 - Locksmith	23.07
23530 - Machinery Maintenance	27.42
Mechanic	00 05
23550 - Machinist Maintenance	20.87

23580 - Maintenance Trades Helper	16.60
23591 - Metrology Technician I	24.02
23592 - Metrology Technician II	24.88
23593 - Metrology Technician III	25.76
23640 - Millwright	28.07
23710 - Office Appliance Repairer	22.25
23760 - Painter Maintenance	18.10
23790 - Pipefitter Maintenance	28.99
23810 - Plumber Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	24.02
23850 - Rigger	24.02
23870 - Scale Mechanic	21.86
23890 - Sheet-Metal Worker	21.63
Maintenance	21.00
23910 - Small Engine Mechanic	20.74
23931 - Telecommunications Mechanic	27.55
	27.55
I 23932 - Telecommunications Mechanic	28.53
	28.33
II	24.99
23950 - Telephone Lineman	
23960 - Welder Combination	18.58
Maintenance	0.4.00
23965 - Well Driller	24.02
23970 - Woodcraft Worker	24.02
23980 - Woodworker	19.46
24000 - Personal Needs Occupations	
24550 - Case Manager	13.78
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	14.92
24610 - Chore Aide	11.53
24620 - Family Readiness And Support	13.78
Services	
Coordinator	
24630 - Homemaker	15.80
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.94
25040 - Sewage Plant Operator	22.32
25070 - Stationary Engineer	29.94
25190 - Ventilation Equipment Tender	22.60
25210 - Water Treatment Plant	22.32
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	16.22
27008 - Corrections Officer	23.27
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	18.15
27040 - Detention Officer	23.27
27070 - Firefighter	23.77
2.0.0 LILCIIGHTEL	25.11

27101 - Guard I		16.22
27102 - Guard II		18.15
27131 - Police Officer I		25.19
27132 - Police Officer II		27.99
28000 - Recreation Occupations		2,.33
28041 - Carnival Equipment Operator		12.98
28042 - Carnival Equipment Repairer		13.34
28043 - Carnival Worker		11.15
28210 - Gate Attendant/Gate Tender		14.32
28310 - Lifeguard		12.76
28350 - Park Attendant (Aide)		16.02
28510 - Recreation Aide/Health		11.69
Facility Attendant		11.09
28515 - Recreation Specialist		19.85
28630 - Sports Official		12.76
28690 - Swimming Pool Operator		18.63
29000 - Stevedoring/Longshoremen		10.03
Occupational Services		
29010 - Blocker And Bracer		23.30
29010 - Blocker And Bracer 29020 - Hatch Tender		23.30
29030 - Line Handler		23.30
29030 - Line Handler 29041 - Stevedore I		
		22.18
29042 - Stevedore II		24.40
30000 - Technical Occupations	()	41 00
30010 - Air Traffic Control	(see 2)	41.88
Specialist Center (HFO)	(00.00
30011 - Air Traffic Control	(see 2)	28.89
Specialist Station (HFO)		21 00
30012 - Air Traffic Control		31.80
Specialist Terminal (HFO) (see 2)		10 (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		25.81
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		29.65
30081 - Engineering Technician I		16.59
30082 - Engineering Technician II		18.63
30083 - Engineering Technician III		20.83
30084 - Engineering Technician IV		25.81
30085 - Engineering Technician V		31.57
30086 - Engineering Technician VI		38.21
30090 - Environmental Technician		25.81
30095 - Evidence Control Specialist		25.81
30210 - Laboratory Technician		

30221 - Latent Fingerprint Technician I	28.58
30222 - Latent Fingerprint	31.57
Technician II	31.37
30240 - Mathematical Technician	25.81
30361 - Paralegal/Legal Assistant I	19.22
30362 - Paralegal/Legal Assistant II	23.81
30363 - Paralegal/Legal Assistant	31.43
III	01.10
30364 - Paralegal/Legal Assistant IV	37.70
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	38.21
30491 - Unexploded Ordnance (UXO)	26.62
Technician I	20.02
30492 - Unexploded Ordnance (UXO)	32.21
Technician II	52.21
30493 - Unexploded Ordnance (UXO)	38.60
Technician III	30.00
30494 - Unexploded (UXO) Safety	26.62
Escort	20.02
30495 - Unexploded (UXO) Sweep	26.62
Personnel	20.02
30501 - Weather Forecaster I	29.65
30502 - Weather Forecaster II	36.07
30620 - Weather Observer Combined (see 2)	23.22
Upper Air Or	20.22
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.81
31000 - Transportation/Mobile	23.01
Equipment Operation Occupations	
31010 - Airplane Pilot	32.21
31020 - Bus Aide	14.48
31030 - Bus Driver	19.60
31043 - Driver Courier	17.02
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	18.11
31310 - Taxi Driver	13.99
31361 - Truckdriver Light	18.11
31362 - Truckdriver Medium	18.43
31363 - Truckdriver Heavy	19.35
31364 - Truckdriver Tractor-Trailer	19.35
99000 - Miscellaneous Occupations	17.55
99020 - Cabin Safety Specialist	15.70
99030 - Cashier	10.90
99050 - Cashlel 99050 - Desk Clerk	10.21
99095 - Embalmer	34.47
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99130 - Flight Follower	26.62
99251 - Laboratory Animal Caretaker	13.93
99252 - Laboratory Animal Caretaker II	14.95
99260 - Marketing Analyst	26.15
99310 - Mortician	34.47
99410 - Pest Controller	25.24
99510 - Photofinishing Worker	13.99
99710 - Recycling Laborer	19.79
99711 - Recycling Specialist	23.47
99730 - Refuse Collector	17.97
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	28.31
99831 - Surveying Aide	14.55
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	22.09
99841 - Vending Machine Repairer	26.62
99842 - Vending Machine Repairer Helper	22.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

<code>HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*</code>

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4821

Division of | Revision No.: 18 Daniel W. Simms

Director

Wage Determinations | Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Crawford Daviess Dubois Gibson Greene Jackson

Knox Lawrence Martin Orange Pike

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.70
01012 - Accounting Clerk II		15.39
01013 - Accounting Clerk III		17.21
01020 - Administrative Assistant		24.49
01035 - Court Reporter		18.31
01041 - Customer Service		13.27
Representative I		
01042 - Customer Service		14.90
Representative II		

01043 - Customer Service Representative III		16.26
01051 - Data Entry Operator I		14.52
01052 - Data Entry Operator II		15.84
01060 - Dispatcher Motor Vehicle		21.76
01070 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk		13.36
01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator		13.36
01111 - General Clerk I		
		13.29
01112 - General Clerk II		14.50
01113 - General Clerk III		16.29
01120 - Housing Referral Assistant		18.09
01141 - Messenger Courier		13.66
01191 - Order Clerk I		13.62
01192 - Order Clerk II		14.86
01261 - Personnel Assistant		15.20
(Employment) I		
01262 - Personnel Assistant		17.01
(Employment) II		
01263 - Personnel Assistant		18.95
(Employment) III		
01270 - Production Control Clerk		24.00
01290 - Rental Clerk		13.37
01300 - Scheduler Maintenance		14.50
01311 - Secretary I		14.50
01312 - Secretary II		16.23
01313 - Secretary III		18.09
01320 - Service Order Dispatcher		19.45
01410 - Supply Technician		24.49
01420 - Survey Worker		15.18
01460 - Switchboard		14.29
Operator/Receptionist		
01531 - Travel Clerk I		14.15
01532 - Travel Clerk II		14.81
01533 - Travel Clerk III		15.47
01611 - Word Processor I		13.86
01612 - Word Processor II		15.57
01613 - Word Processor III		17.41
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.21
Fiberglass		
05010 - Automotive	Electrician	19.15
05040 - Automotive Glass Installer		18.18
05070 - Automotive Worker		18.18
05110 - Mobile Equipment Servicer		16.00
05130 - Motor Equipment Metal		20.03
Mechanic		
05160 - Motor Equipment Metal Worker		18.18
05190 - Motor Vehicle Mechanic		20.03
05220 - Motor Vehicle Mechanic		14.88
Helper		
•		

05250 - Motor Vehicle Upholstery Worker	17.10
05280 - Motor Vehicle Wrecker	18.18
05310 - Painter Automotive	19.15
05340 - Radiator Repair Specialist	18.18
05370 - Tire Repairer	14.73
05400 - Transmission Repair	20.03
Specialist	20.00
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.81
07041 - Cook I	12.49
07042 - Cook II	14.19
07070 - Dishwasher	9.25
07130 - Food Service Worker	9.89
07210 - Meat Cutter	14.66
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.60
09040 - Furniture Handler	14.99
09080 - Furniture Refinisher	19.64
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer Minor	18.81
09130 - Upholsterer	19.64
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.06
11060 - Elevator Operator	12.27
11090 - Gardener	17.36
11122 - Housekeeping Aide	12.51
11150 - Janitor	12.51
11210 - Laborer Grounds Maintenance	13.77
11240 - Maid or Houseman	10.76
11260 - Pruner	12.60
11270 - Tractor Operator	16.14
11330 - Trail Maintenance Worker	13.77
11360 - Window Cleaner	13.68
12000 - Health Occupations	
12010 - Ambulance Driver	16.29
12011 - Breath Alcohol Technician	19.25
12012 - Certified Occupational	27.03
Therapist Assistant	0.6 0.1
12015 - Certified Physical Therapist	26.81
Assistant 12020 - Dental Assistant	10 FC
	19.56 39.64
12025 - Dental Hygienist 12030 - EKG Technician	26.59
12030 - ERG Technician 12035 - Electroneurodiagnostic	26.59
Technologist	20.09
1000400	

12040 - Emergency Medical Technician	16.29
12071 - Licensed Practical Nurse I	17.22
12072 - Licensed Practical Nurse II	19.25
12073 - Licensed Practical Nurse III	21.46
12100 - Medical Assistant	15.48
12130 - Medical Laboratory	23.66
Technician	
12160 - Medical Record Clerk	16.12
12190 - Medical Record Technician	19.03
12195 - Medical Transcriptionist	17.22
12210 - Nuclear Medicine	42.31
Technologist	
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	16.15
12236 - Optical Technician	17.22
12250 - Pharmacy Technician	15.93
12280 - Phlebotomist	14.93
12305 - Radiologic Technologist	26.79
12311 - Registered Nurse I	23.31
12312 - Registered Nurse II	28.51
12313 - Registered Nurse II	28.51
Specialist	
12314 - Registered Nurse III	34.50
12315 - Registered Nurse III	34.50
Anesthetist	
12316 - Registered Nurse IV	41.34
12317 - Scheduler (Drug and Alcohol	23.85
Testing)	
12320 - Substance Abuse Treatment	20.44
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.83
13012 - Exhibits Specialist II	20.32
13013 - Exhibits Specialist III	25.49
13041 - Illustrator I	16.79
13042 - Illustrator II	20.32
13043 - Illustrator III	25.49
13047 - Librarian	20.01
13050 - Library Aide/Clerk	13.09
13054 - Library Information	20.32
Technology Systems	. ,
Administrator	
13058 - Library Technician	13.18
13061 - Media Specialist I	14.80
13062 - Media Specialist II	16.43
13063 - Media Specialist III	18.32

13071 - Photographer I	16.97
13072 - Photographer II	19.00
13073 - Photographer III	22.94
13074 - Photographer IV	28.77
13075 - Photographer V	34.82
13090 - Technical Order Library	15.49
Clerk	
13110 - Video Teleconference	16.49
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	14.49
14042 - Computer Operator II	16.20
14043 - Computer Operator III	18.89
14044 - Computer Operator IV	20.68
14045 - Computer Operator V	22.92
14071 - Computer Programmer I (see 1)	19.20
14072 - Computer Programmer II (see 1)	23.78
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment	14.49
Operator	
14160 - Personal Computer Support	20.68
Technician	
14170 - System Support Specialist	26.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.78
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.03
Instructor (Rated)	
15030 - Air Crew Training Devices	43.18
Instructor (Pilot)	
15050 - Computer Based Training	29.78
Specialist / Instructor	
15060 - Educational Technologist	30.00
15070 - Flight Instructor (Pilot)	43.18
15080 - Graphic Artist	19.49
15085 - Maintenance Test Pilot Fixed	43.18
Jet/Prop	
15086 - Maintenance Test Pilot	43.18
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.18
Pilot	
15090 - Technical Instructor	18.92
15095 - Technical Instructor/Course	23.75
Developer	
15110 - Test Proctor	15.70

15120 - Tutor	15.70
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.81
16030 - Counter Attendant	10.81
16040 - Dry Cleaner	13.62
16070 - Finisher Flatwork Machine	10.81
16090 - Presser Hand	10.81
16110 - Presser Machine Drycleaning	10.81
16130 - Presser Machine Shirts	10.81
16160 - Presser Machine Wearing	10.81
Apparel Laundry	
16190 - Sewing Machine Operator	14.45
16220 - Tailor	15.24
16250 - Washer Machine	11.82
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.18
Room)	
19040 - Tool And Die Maker	28.65
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.41
21030 - Material Coordinator	24.00
21040 - Material Expediter	24.00
21050 - Material Handling Laborer	16.12
21071 - Order Filler	13.83
21080 - Production Line Worker (Food	18.41
Processing)	
21110 - Shipping Packer	17.44
21130 - Shipping/Receiving Clerk	17.44
21140 - Store Worker I	14.71
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	18.41
21410 - Warehouse Specialist	18.41
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	24.95
23019 - Aircraft Logs and Records	20.40
Technician	
23021 - Aircraft Mechanic I	23.89
23022 - Aircraft Mechanic II	24.95
23023 - Aircraft Mechanic III	26.05
23040 - Aircraft Mechanic Helper	17.75
23050 - Aircraft Painter	22.84
23060 - Aircraft Servicer	20.40
23070 - Aircraft Survival Flight	22.84
Equipment Technician	
23080 - Aircraft Worker	21.69

23091 - Aircrew Life Support	21.69
Equipment (ALSE) Mechanic	
I	22.00
23092 - Aircrew Life Support	23.89
Equipment (ALSE) Mechanic	
II	22.55
23110 - Appliance Mechanic	
23120 - Bicycle Repairer	19.08
23125 - Cable Splicer	33.56
23130 - Carpenter Maintenance	21.32
23140 - Carpet Layer 23160 - Electrician Maintenance	
23181 - Electrician Maintenance 23181 - Electronics Technician	27.28
	24.44
Maintenance I 23182 - Electronics Technician	25 74
	25.74
Maintenance II 23183 - Electronics Technician	26 02
	26.92
Maintenance III	20 40
23260 - Fabric Worker	20.40
23290 - Fire Alarm System Mechanic	23.17
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System	24.15
Mechanic	10 00
23312 - Fuel Distribution System	18.93
Operator	10.00
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment	23.89
Mechanic	00 40
23381 - Ground Support Equipment	20.40
Servicer	21.69
23382 - Ground Support Equipment	21.69
Worker 23391 - Gunsmith I	19.08
23391 - Gunsmith II	
23392 - Gunsmith III	21.69
23410 - Heating Ventilation And Air-	22.80
Conditioning Mechanic	
23411 - Heating Ventilation And Air	23.81
Contidioning	23.01
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	25.13
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	31.01
	22.84
23465 - Laboratory/Shelter Mechanic 23470 - Laborer	16.12
23470 - Laborer 23510 - Locksmith	22.84
	24.24
23530 - Machinery Maintenance Mechanic	24.24
Mechanic 23550 - Machinist Maintenance	22.55
23330 - Machinist Maintenance	44.33

23580 - Maintenance Trades Helper	14.58
23591 - Metrology Technician I	31.01
23592 - Metrology Technician II	32.38
23593 - Metrology Technician III	33.82
23640 - Millwright	25.19
23710 - Office Appliance Repairer	22.95
23760 - Painter Maintenance	17.41
23790 - Pipefitter Maintenance	25.72
23810 - Plumber Maintenance	24.59
23820 - Pneudraulic Systems Mechanic	23.89
23850 - Rigger	23.89
23870 - Scale Mechanic	21.69
23890 - Sheet-Metal Worker	22.51
Maintenance	
23910 - Small Engine Mechanic	18.53
23931 - Telecommunications Mechanic	27.49
I	
23932 - Telecommunications Mechanic	28.71
II	
23950 - Telephone Lineman	27.34
23960 - Welder Combination	23.01
Maintenance	
23965 - Well Driller	23.85
23970 - Woodcraft Worker	23.89
23980 - Woodworker	19.08
24000 - Personal Needs Occupations	
24550 - Case Manager	14.62
24570 - Child Care Attendant	11.39
24580 - Child Care Center Clerk	14.20
24610 - Chore Aide	11.89
24620 - Family Readiness And Support	14.62
Services	
Coordinator	
24630 - Homemaker	14.62
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.31
25040 - Sewage Plant Operator	21.82
25070 - Stationary Engineer	24.31
25190 - Ventilation Equipment Tender	18.11
25210 - Water Treatment Plant	21.82
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.64
27007 - Baggage Inspector	12.32
27008 - Corrections Officer	16.31
27010 - Court Security Officer	19.58
27030 - Detection Dog Handler	15.18
27040 - Detention Officer	16.31
27070 - Firefighter	23.01

27101 - Guard I			12.32
27102 - Guard II			14.61
27131 - Police Officer I			21.39
27132 - Police Officer II			23.77
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.20
28042 - Carnival Equipment Repairer			13.20
28043 - Carnival Worker			9.93
28210 - Gate Attendant/Gate Tender			14.21
28310 - Lifequard			11.94
28350 - Park Attendant (Aide)			15.90
28510 - Recreation Aide/Health			11.99
Facility Attendant			
28515 - Recreation Specialist			19.69
28630 - Sports Official			12.66
28690 - Swimming Pool Operator			18.83
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			26.94
29020 - Hatch Tender			26.94
29030 - Line Handler			26.94
29041 - Stevedore I			25.43
29042 - Stevedore II			28.36
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.62
Specialist Center (HFO)		·	
30011 - Air Traffic Control	(see	2)	28.01
Specialist Station (HFO)			
30012 - Air Traffic Control			30.85
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.22
30022 - Archeological Technician II			20.37
30023 - Archeological Technician III			25.25
30030 - Cartographic Technician			25.25
30040 - Civil Engineering Technician			26.98
30051 - Cryogenic Technician I			27.95
30052 - Cryogenic Technician II			30.87
30061 - Drafter/CAD Operator I			18.22
30062 - Drafter/CAD Operator II			20.37
30063 - Drafter/CAD Operator III			22.71
30064 - Drafter/CAD Operator IV			27.95
30081 - Engineering Technician I			16.79
30082 - Engineering Technician II			18.86
30083 - Engineering Technician III			21.09
30084 - Engineering Technician IV			26.12
30085 - Engineering Technician V			31.95
30086 - Engineering Technician VI			38.67
30090 - Environmental Technician			25.25
30095 - Evidence Control Specialist			25.25
30210 - Laboratory Technician			20.46

30221 - Latent Fingerprint	27.95
Technician I	20 07
30222 - Latent Fingerprint	30.87
Technician II	٥٢ ٥٢
30240 - Mathematical Technician	25.25
30361 - Paralegal/Legal Assistant I	18.11
30362 - Paralegal/Legal Assistant II	23.40
30363 - Paralegal/Legal Assistant	27.44
III	24 72
30364 - Paralegal/Legal Assistant IV	34.73
30375 - Petroleum Supply Specialist	30.87
30390 - Photo-Optics Technician 30395 - Radiation Control Technician	22.95
30461 - Technical Writer I	
30461 - Technical Writer I	23.18 28.36
30462 - Technical Writer II	
	34.31
30491 - Unexploded Ordnance (UXO)	25.82
Technician I	21 24
30492 - Unexploded Ordnance (UXO)	31.24
Technician II	27 44
30493 - Unexploded Ordnance (UXO)	37.44
Technician III	25 02
30494 - Unexploded (UXO) Safety	25.82
Escort	05 00
30495 - Unexploded (UXO) Sweep	25.82
Personnel	00 00
30501 - Weather Forecaster I	28.93
30502 - Weather Forecaster II	35.20
30620 - Weather Observer Combined (see 2)	22.71
Upper Air Or	
Surface Programs	05 05
30621 - Weather Observer Senior (see 2)	25.25
31000 - Transportation/Mobile	
Equipment Operation Occupations	21 04
31010 - Airplane Pilot	31.24
31020 - Bus Aide	13.63
31030 - Bus Driver	18.35
31043 - Driver Courier	14.18
31260 - Parking and Lot Attendant	13.61
31290 - Shuttle Bus Driver	14.82
31310 - Taxi Driver	14.60
31361 - Truckdriver Light	15.25
31362 - Truckdriver Medium	16.30
31363 - Truckdriver Heavy	21.99
31364 - Truckdriver Tractor-Trailer	21.99
99000 - Miscellaneous Occupations	15.00
99020 - Cabin Safety Specialist	15.23
99030 - Cashier	10.49
99050 - Desk Clerk	10.11
99095 - Embalmer	33.22

99130 - Flight Follower	25.82
99251 - Laboratory Animal Caretaker I	13.42
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	24.39
99310 - Mortician	33.22
99410 - Pest Controller	18.58
99510 - Photofinishing Worker	13.57
99710 - Recycling Laborer	19.29
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	17.65
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	16.26
99830 - Survey Party Chief	23.82
99831 - Surveying Aide	14.36
99832 - Surveying Technician	19.54
99840 - Vending Machine Attendant	17.70
99841 - Vending Machine Repairer	21.57
99842 - Vending Machine Repairer	17.70
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

<code>HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*</code>

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4823

Daniel W. Simms Division of | Revision No.: 18

Director

Wage Determinations | Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Perry Spencer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.70
01012 - Accounting Clerk II		15.39
01013 - Accounting Clerk III		17.21
01020 - Administrative Assistant		24.49
01035 - Court Reporter		18.31
01041 - Customer Service		13.27
Representative I		
01042 - Customer Service		14.90
Representative II		

01043 - Customer Service Representative III		16.26
01051 - Data Entry Operator I		14.52
01052 - Data Entry Operator II		15.84
01060 - Dispatcher Motor Vehicle		21.76
01070 - Document Preparation Clerk		12.92
01090 - Duplicating Machine Operator		12.92
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50
01113 - General Clerk III		16.29
01120 - Housing Referral Assistant		18.09
01141 - Messenger Courier		12.07
01191 - Order Clerk I		13.62
01192 - Order Clerk II		14.86
01261 - Personnel Assistant		15.20
(Employment) I		
01262 - Personnel Assistant		17.01
(Employment) II		
01263 - Personnel Assistant		18.95
(Employment) III		
01270 - Production Control Clerk		24.00
01290 - Rental Clerk		12.67
01300 - Scheduler Maintenance		14.50
01311 - Secretary I		14.50
01312 - Secretary II		16.23
01313 - Secretary III		18.09
01320 - Service Order Dispatcher		19.45
01410 - Supply Technician		24.49
01420 - Survey Worker		15.18
01460 - Switchboard		14.29
Operator/Receptionist		
01531 - Travel Clerk I		14.15
01532 - Travel Clerk II		14.81
01533 - Travel Clerk III		15.47
01611 - Word Processor I		13.86
01612 - Word Processor II		15.57
01613 - Word Processor III		17.41
05000 - Automotive Service Occupations		00001
05005 - Automobile Body Repairer		20.91
Fiberglass		10 15
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		18.18
05070 - Automotive Worker		18.18
05110 - Mobile Equipment Servicer		16.00
05130 - Motor Equipment Metal Mechanic		20.03
		18.18
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		20.03
05220 - Motor Vehicle Mechanic		14.88
Helper		T4.00
nerber		

05250 - Motor Vehicle Upholstery	17.10
Worker	
05280 - Motor Vehicle Wrecker	18.18
05310 - Painter Automotive	19.15
05340 - Radiator Repair Specialist	18.18
05370 - Tire Repairer	14.73
05400 - Transmission Repair	20.03
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.37
07041 - Cook I	12.49
07042 - Cook II	14.19
07070 - Dishwasher	9.25
07130 - Food Service Worker	9.89
07210 - Meat Cutter	13.61
07260 - Waiter/Waitress	9.25
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.89
09040 - Furniture Handler	11.82
09080 - Furniture Refinisher	17.17
09090 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer Minor	15.50
09130 - Upholsterer	17.82
11000 - General Services And Support	
Occupations 11030 - Cleaner Vehicles	12 00
	13.06
11060 - Elevator Operator	12.27
	17 26
11090 - Gardener	17.36
11122 - Housekeeping Aide	12.51
11122 - Housekeeping Aide 11150 - Janitor	12.51 12.51
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	12.51 12.51 13.77
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	12.51 12.51 13.77 10.76
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	12.51 12.51 13.77 10.76 12.60
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	12.51 12.51 13.77 10.76 12.60 16.14
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	12.51 12.51 13.77 10.76 12.60 16.14 13.77
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	12.51 12.51 13.77 10.76 12.60 16.14
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	12.51 12.51 13.77 10.76 12.60 16.14 13.77
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	12.51 12.51 13.77 10.76 12.60 16.14 13.77 13.68
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	12.51 12.51 13.77 10.76 12.60 16.14 13.77 13.68
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	12.51 12.51 13.77 10.76 12.60 16.14 13.77 13.68
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational	12.51 12.51 13.77 10.76 12.60 16.14 13.77 13.68
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	12.51 12.51 13.77 10.76 12.60 16.14 13.77 13.68 16.27 19.25 27.03
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	12.51 12.51 13.77 10.76 12.60 16.14 13.77 13.68 16.27 19.25 27.03
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	12.51 12.51 13.77 10.76 12.60 16.14 13.77 13.68 16.27 19.25 27.03
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	12.51 12.51 13.77 10.76 12.60 16.14 13.77 13.68 16.27 19.25 27.03 26.81 19.56 39.64 26.59
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	12.51 12.51 13.77 10.76 12.60 16.14 13.77 13.68 16.27 19.25 27.03 26.81 19.56 39.64

12040 - Emergency Medical Technician	16.27
12071 - Licensed Practical Nurse I	17.22
12072 - Licensed Practical Nurse II	19.25
12073 - Licensed Practical Nurse III	21.46
12100 - Medical Assistant	15.48
12130 - Medical Laboratory	23.66
Technician	
12160 - Medical Record Clerk	16.12
12190 - Medical Record Technician	19.03
12195 - Medical Transcriptionist	17.22
12210 - Nuclear Medicine	42.31
Technologist	
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	16.90
12236 - Optical Technician	17.22
12250 - Pharmacy Technician	15.93
12280 - Phlebotomist	14.65
12305 - Radiologic Technologist	26.79
12311 - Registered Nurse I	23.31
12312 - Registered Nurse II	28.51
12313 - Registered Nurse II	28.51
Specialist	
12314 - Registered Nurse III	34.50
12315 - Registered Nurse III	34.50
Anesthetist	
12316 - Registered Nurse IV	41.34
12317 - Scheduler (Drug and Alcohol	23.85
Testing)	
12320 - Substance Abuse Treatment	20.44
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.88
13012 - Exhibits Specialist II	20.92
13013 - Exhibits Specialist III	25.91
13041 - Illustrator I	16.88
13042 - Illustrator II	20.92
13043 - Illustrator III	25.91
13047 - Librarian	23.16
13050 - Library Aide/Clerk	10.55
13054 - Library Information	20.92
Technology Systems	
Administrator	
13058 - Library Technician	13.35
13061 - Media Specialist I	15.09
13062 - Media Specialist II	16.88
13063 - Media Specialist III	18.83

13071 - Photographer I	14.62
13072 - Photographer II	16.36
13073 - Photographer III	20.26
13074 - Photographer IV	24.31
13075 - Photographer V	29.41
13090 - Technical Order Library	15.49
Clerk	
13110 - Video Teleconference	16.15
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	14.49
14042 - Computer Operator II	16.20
14043 - Computer Operator III	18.06
14044 - Computer Operator IV	20.07
14045 - Computer Operator V	22.23
14071 - Computer Programmer I (see 1)	20.94
14072 - Computer Programmer II (see 1)	25.96
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	14.49
Operator	
14160 - Personal Computer Support	21.99
Technician	
14170 - System Support Specialist	26.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.99
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.29
Instructor (Rated)	
15030 - Air Crew Training Devices	43.49
Instructor (Pilot)	
15050 - Computer Based Training	29.99
Specialist / Instructor	
15060 - Educational Technologist	30.00
15070 - Flight Instructor (Pilot)	43.49
15080 - Graphic Artist	19.49
15085 - Maintenance Test Pilot Fixed	43.18
Jet/Prop	
15086 - Maintenance Test Pilot	43.18
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.18
Pilot	
15090 - Technical Instructor	18.92
15095 - Technical Instructor/Course	23.14
Developer	-
15110 - Test Proctor	15.27
	-

15120 - Tutor	15.27
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.81
16030 - Counter Attendant	10.81
16040 - Dry Cleaner	13.62
16070 - Finisher Flatwork Machine	10.81
16090 - Presser Hand	10.81
16110 - Presser Machine Drycleaning	10.81
16130 - Presser Machine Shirts	10.81
16160 - Presser Machine Wearing	10.81
Apparel Laundry	
16190 - Sewing Machine Operator	14.45
16220 - Tailor	15.24
16250 - Washer Machine	11.82
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.18
Room)	
19040 - Tool And Die Maker	28.65
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.41
21030 - Material Coordinator	24.00
21040 - Material Expediter	24.00
21050 - Material Handling Laborer	16.12
21071 - Order Filler	13.30
21080 - Production Line Worker (Food	18.41
Processing)	
21110 - Shipping Packer	17.44
21130 - Shipping/Receiving Clerk	17.44
21140 - Store Worker I	14.71
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	18.41
21410 - Warehouse Specialist	18.41
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	24.95
23019 - Aircraft Logs and Records	20.40
Technician	
23021 - Aircraft Mechanic I	23.89
23022 - Aircraft Mechanic II	24.95
23023 - Aircraft Mechanic III	26.05
23040 - Aircraft Mechanic Helper	17.75
23050 - Aircraft Painter	22.84
23060 - Aircraft Servicer	20.40
23070 - Aircraft Survival Flight	22.84
Equipment Technician	
23080 - Aircraft Worker	21.69

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.69
I	
23092 - Aircrew Life Support	23.89
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	20.79
23120 - Bicycle Repairer	19.08
23125 - Cable Splicer	33.56
23130 - Carpenter Maintenance	21.01
23140 - Carpet Layer	21.69
23160 - Electrician Maintenance	27.28
23181 - Electronics Technician	24.44
Maintenance I	05 54
23182 - Electronics Technician	25.74
Maintenance II	
23183 - Electronics Technician	26.92
Maintenance III	
23260 - Fabric Worker	20.40
23290 - Fire Alarm System Mechanic	22.51
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System	20.75
Mechanic	
23312 - Fuel Distribution System	19.33
Operator	
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment	23.89
Mechanic	
23381 - Ground Support Equipment	20.40
Servicer	
23382 - Ground Support Equipment	21.69
Worker	
23391 - Gunsmith I	19.08
23392 - Gunsmith II	21.69
23393 - Gunsmith III	23.89
23410 - Heating Ventilation And Air-	22.80
Conditioning	
Mechanic	00 01
23411 - Heating Ventilation And Air	23.81
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	25.13
23460 - Instrument Mechanic	31.01
23465 - Laboratory/Shelter Mechanic	22.84
23470 - Laborer	16.12
23510 - Locksmith	22.84
23530 - Machinery Maintenance	24.24
Mechanic	00 ==
23550 - Machinist Maintenance	22.55

23580 - Maintenance Trades Helper	14.58
23591 - Metrology Technician I	31.01
23592 - Metrology Technician II	32.38
23593 - Metrology Technician III	33.82
23640 - Millwright	25.19
23710 - Office Appliance Repairer	19.56
23760 - Painter Maintenance	15.90
23790 - Pipefitter Maintenance	24.31
23810 - Plumber Maintenance	23.66
23820 - Pneudraulic Systems Mechanic	23.89
23850 - Rigger	23.89
23870 - Scale Mechanic	21.69
23890 - Sheet-Metal Worker	22.51
Maintenance	
23910 - Small Engine Mechanic	17.67
23931 - Telecommunications Mechanic	27.49
I	
23932 - Telecommunications Mechanic	28.71
II	
23950 - Telephone Lineman	28.09
23960 - Welder Combination	21.75
Maintenance	
23965 - Well Driller	23.85
23970 - Woodcraft Worker	23.89
23980 - Woodworker	19.08
24000 - Personal Needs Occupations	
24550 - Case Manager	14.76
24570 - Child Care Attendant	11.39
24580 - Child Care Center Clerk	14.20
24610 - Chore Aide	11.20
24620 - Family Readiness And Support	14.76
Services	
Coordinator	
24630 - Homemaker	14.76
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.00
25040 - Sewage Plant Operator	21.82
25070 - Stationary Engineer	24.31
25190 - Ventilation Equipment Tender	18.11
25210 - Water Treatment Plant	21.82
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.64
27007 - Baggage Inspector	12.32
27008 - Corrections Officer	16.31
27010 - Court Security Officer	19.58
27030 - Detection Dog Handler	14.96
27040 - Detention Officer	16.31
27070 - Firefighter	23.05

27101 - Guard I		12.32
27101 - Guard I 27102 - Guard II		14.96
27102 - Guard II 27131 - Police Officer I		21.39
27132 - Police Officer II		23.77
28000 - Recreation Occupations		10 00
28041 - Carnival Equipment Operator		13.33
28042 - Carnival Equipment Repairer		14.17
28043 - Carnival Worker		9.87
28210 - Gate Attendant/Gate Tender		14.07
28310 - Lifeguard		11.94
28350 - Park Attendant (Aide)		15.74
28510 - Recreation Aide/Health		11.49
Facility Attendant		
28515 - Recreation Specialist		19.50
28630 - Sports Official		12.53
28690 - Swimming Pool Operator		16.81
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		26.94
29020 - Hatch Tender		26.94
29030 - Line Handler		26.94
29041 - Stevedore I		25.43
29042 - Stevedore II		28.36
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.62
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	28.01
Specialist Station (HFO)		
30012 - Air Traffic Control		30.85
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		18.86
30022 - Archeological Technician II		21.09
30023 - Archeological Technician III		26.12
30030 - Cartographic Technician		26.12
30040 - Civil Engineering Technician		26.98
30051 - Cryogenic Technician I		27.95
30052 - Cryogenic Technician II		30.87
30061 - Drafter/CAD Operator I		18.86
30062 - Drafter/CAD Operator II		21.09
30063 - Drafter/CAD Operator III		23.50
30064 - Drafter/CAD Operator IV		28.93
30081 - Engineering Technician I		16.79
30082 - Engineering Technician II		18.86
30083 - Engineering Technician III		21.09
30084 - Engineering Technician IV		26.12
30085 - Engineering Technician V		31.95
30086 - Engineering Technician VI		38.67
30090 - Environmental Technician		26.12
30095 - Evidence Control Specialist		25.25
30210 - Laboratory Technician		22.58

Technician I 30222 - Latent Fingerprint Technician II 30240 - Mathematical Technician 26.1) 7
Technician II	5 /
	, ,
was to a manuscript of the control o	2
30361 - Paralegal/Legal Assistant I	
30362 - Paralegal/Legal Assistant II 22.8	
30363 - Paralegal/Legal Assistant 27.9	
III	
30364 - Paralegal/Legal Assistant IV 33.8	3.3
30375 - Petroleum Supply Specialist 30.8	
30390 - Photo-Optics Technician 26.1	
30395 - Radiation Control Technician 30.8	
30461 - Technical Writer I 24.4	
30462 - Technical Writer II 29.4	
30463 - Technical Writer III 33.2	
30491 - Unexploded Ordnance (UXO) 25.8	
Technician I	, _
30492 - Unexploded Ordnance (UXO) 31.2	24
Technician II	
30493 - Unexploded Ordnance (UXO) 37.4	1 4
Technician III	
30494 - Unexploded (UXO) Safety 25.8	32
Escort 25.0	, _
30495 - Unexploded (UXO) Sweep 25.8	32
Personnel	, _
30501 - Weather Forecaster I 28.9) 3
30502 - Weather Forecaster II 35.2	
30620 - Weather Observer Combined (see 2) 23.5	
Upper Air Or	, 0
Surface Programs	
30621 - Weather Observer Senior (see 2) 26.1	2
31000 - Transportation/Mobile	- ~
Equipment Operation Occupations	
31010 - Airplane Pilot 31.2	24
31020 - Bus Aide 13.6	
31030 - Bus Driver 18.3	
31043 - Driver Courier 14.1	
31260 - Parking and Lot Attendant 13.6	
31290 - Shuttle Bus Driver 14.8	
31310 - Taxi Driver 12.8	
31361 - Truckdriver Light 15.2	
31362 - Truckdriver Medium 16.3	
31363 - Truckdriver Heavy 21.9	
31364 - Truckdriver Tractor-Trailer 21.9	
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist 15.2	23
99030 - Cashier 10.4	
99050 - Desk Clerk 10.1	
99095 - Embalmer 32.6	

99130 - Flight Follower	25.82
99251 - Laboratory Animal Caretaker	13.42
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	24.39
99310 - Mortician	32.64
99410 - Pest Controller	17.88
99510 - Photofinishing Worker	13.57
99710 - Recycling Laborer	19.29
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	17.65
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	16.26
99830 - Survey Party Chief	21.50
99831 - Surveying Aide	12.76
99832 - Surveying Technician	19.54
99840 - Vending Machine Attendant	15.03
99841 - Vending Machine Repairer	18.37
99842 - Vending Machine Repairer Helper	15.03

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

<code>HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*</code>

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4825

Daniel W. Simms Division of | Revision No.: 18

Wage Determinations | Date Of Last Revision: 12/27/2021 Director

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Jefferson Jennings

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.56
01020 - Administrative Assistant		24.49
01035 - Court Reporter		18.31
01041 - Customer Service		13.27
Representative I		
01042 - Customer Service		14.90
Representative II		

01043 - Customer Service	16.26
Representative III	
01051 - Data Entry Operator I	14.52
01052 - Data Entry Operator II	15.84
01060 - Dispatcher Motor Vehicle	21.76
01070 - Document Preparation Clerk	12.92
01090 - Duplicating Machine Operator	12.92
01111 - General Clerk I	13.29
01112 - General Clerk II	14.50
01113 - General Clerk III	16.29
01120 - Housing Referral Assistant	20.99
	12.82
01191 - Order Clerk I	13.62
01192 - Order Clerk II	15.16
01261 - Personnel Assistant	15.81
(Employment) I	
01262 - Personnel Assistant	17.52
(Employment) II	
01263 - Personnel Assistant	20.96
(Employment) III	
01270 - Production Control Clerk	24.00
01290 - Rental Clerk	13.07
01300 - Scheduler Maintenance	16.39
01311 - Secretary I	16.39
01312 - Secretary II	18.99
01313 - Secretary III	20.99
01320 - Service Order Dispatcher	19.45
01410 - Supply Technician	24.49
01420 - Survey Worker	15.50
01460 - Switchboard	14.29
Operator/Receptionist	
01531 - Travel Clerk I	14.15
	14.81
	15.47
	14.64
	16.44
	18.39
05000 - Automotive Service Occupations	
- · ·	21.27
Fiberglass	
	20.33
	19.78
	19.35
	17.20
• •	21.11
Mechanic	
	19.35
	21.11
	16.14
Helper	

05250 - Motor Vehicle Upholstery Worker	18.36
05280 - Motor Vehicle Wrecker	19.35
05310 - Painter Automotive	20.33
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	19.35
05370 - Radiator Repair Specialist	14.73
05400 - Transmission Repair	21.11
Specialist	21.11
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.62
07041 - Cook I	12.49
07042 - Cook II	14.19
07070 - Dishwasher	9.25
07130 - Food Service Worker	9.89
07210 - Meat Cutter	14.54
07260 - Waiter/Waitress	9.25
09000 - Furniture Maintenance And	7.25
Repair Occupations	
09010 - Electrostatic Spray Painter	19.67
09040 - Furniture Handler	13.79
09080 - Furniture Refinisher	17.88
09090 - Furniture Refinisher Helper	14.20
09110 - Furniture Repairer Minor	16.58
09130 - Upholsterer	17.88
11000 - General Services And Support	2 / • 0 0
Occupations	
11030 - Cleaner Vehicles	13.22
11060 - Elevator Operator	12.27
11090 - Gardener	17.36
11122 - Housekeeping Aide	12.51
11150 - Janitor	12.51
11210 - Laborer Grounds Maintenance	13.77
11240 - Maid or Houseman	10.76
11260 - Pruner	12.60
11270 - Tractor Operator	16.14
11330 - Trail Maintenance Worker	13.77
11360 - Window Cleaner	13.68
12000 - Health Occupations	
12010 - Ambulance Driver	16.27
12011 - Breath Alcohol Technician	19.25
12012 - Certified Occupational	27.03
Therapist Assistant	
Therapist Assistant 12015 - Certified Physical Therapist	26.81
12015 - Certified Physical Therapist Assistant	26.81
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	19.56
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	19.56 39.64
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	19.56 39.64 26.59
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	19.56 39.64

12040 - Emergency Medical Technician	16.27
12071 - Licensed Practical Nurse I	17.22
12072 - Licensed Practical Nurse II	19.25
12073 - Licensed Practical Nurse III	21.46
12100 - Medical Assistant	15.48
12130 - Medical Laboratory	23.66
Technician	
12160 - Medical Record Clerk	16.12
12190 - Medical Record Technician	19.03
12195 - Medical Transcriptionist	17.22
12210 - Nuclear Medicine	42.31
Technologist	
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	17.49
12236 - Optical Technician	17.22
12250 - Pharmacy Technician	15.30
12280 - Phlebotomist	15.94
12305 - Radiologic Technologist	26.79
12311 - Registered Nurse I	23.31
12312 - Registered Nurse II	28.51
12313 - Registered Nurse II	28.51
Specialist	
12314 - Registered Nurse III	34.50
12315 - Registered Nurse III	34.50
Anesthetist	
12316 - Registered Nurse IV	41.34
12317 - Scheduler (Drug and Alcohol	23.85
Testing)	
12320 - Substance Abuse Treatment	20.44
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.47
13012 - Exhibits Specialist II	21.65
13013 - Exhibits Specialist III	26.48
13041 - Illustrator I	18.77
13042 - Illustrator II	23.26
13043 - Illustrator III	28.45
13047 - Librarian	25.75
13050 - Library Aide/Clerk	12.22
13054 - Library Information	23.26
Technology Systems	
Administrator	
13058 - Library Technician	14.11
13061 - Media Specialist I	15.36
13062 - Media Specialist II	16.84
13063 - Media Specialist III	18.78

13071 - Photographer I	14	.95
13072 - Photographer II	16	.73
13073 - Photographer III	20	.49
13074 - Photographer IV	25	.07
13075 - Photographer V	30	.35
13090 - Technical Order Library	15	.49
Clerk		
13110 - Video Teleconference	19	.23
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I	15	.80
14042 - Computer Operator II	17	.67
14043 - Computer Operator III	19	.71
14044 - Computer Operator IV	21	.90
14045 - Computer Operator V		.24
	ee 1) 21	.18
-	,	.25
	ee 1)	
14150 - Peripheral Equipment	•	.80
Operator		
14160 - Personal Computer Support	21	.90
Technician		
14170 - System Support Specialist	26	.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices	29	.78
Instructor (Non-Rated)		
15020 - Aircrew Training Devices	36	.03
Instructor (Rated)		
15030 - Air Crew Training Devices	43	.18
Instructor (Pilot)		
15050 - Computer Based Training	29	.78
Specialist / Instructor		
15060 - Educational Technologist	30	.00
15070 - Flight Instructor (Pilot)	43	.18
15080 - Graphic Artist	21	.68
15085 - Maintenance Test Pilot Fixed	43	.18
Jet/Prop		
15086 - Maintenance Test Pilot	43	.18
Rotary Wing		
15088 - Non-Maintenance Test/Co-	43	.18
Pilot		
15090 - Technical Instructor	19	.17
15095 - Technical Instructor/Course	23	.45
Developer		
15110 - Test Proctor	15	.71

15120 - Tutor	15.71
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.81
16030 - Counter Attendant	10.81
16040 - Dry Cleaner	13.62
16070 - Finisher Flatwork Machine	10.81
16090 - Presser Hand	10.81
16110 - Presser Machine Drycleaning	10.81
16130 - Presser Machine Shirts	10.81
16160 - Presser Machine Wearing	10.81
Apparel Laundry	
16190 - Sewing Machine Operator	14.45
16220 - Tailor	15.24
16250 - Washer Machine	11.82
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.18
Room)	
19040 - Tool And Die Maker	28.65
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.41
21030 - Material Coordinator	24.00
21040 - Material Expediter	24.00
21050 - Material Handling Laborer	16.12
21071 - Order Filler	13.61
21080 - Production Line Worker (Food	18.41
Processing)	
21110 - Shipping Packer	17.44
21130 - Shipping/Receiving Clerk	17.44
21140 - Store Worker I	16.63
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	18.41
21410 - Warehouse Specialist	18.41
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	25.70
23019 - Aircraft Logs and Records	21.79
Technician	
23021 - Aircraft Mechanic I	24.48
23022 - Aircraft Mechanic II	25.70
23023 - Aircraft Mechanic III	26.98
23040 - Aircraft Mechanic Helper	18.50
23050 - Aircraft Painter	23.80
23060 - Aircraft Servicer	21.79
23070 - Aircraft Survival Flight	23.80
Equipment Technician	
23080 - Aircraft Worker	22.40

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	22.40
23092 - Aircrew Life Support	24.48
Equipment (ALSE) Mechanic	24.40
II	
23110 - Appliance Mechanic	22.84
23120 - Bicycle Repairer	19.08
23125 - Cable Splicer	33.56
23130 - Carpenter Maintenance	21.32
23140 - Carpet Layer	21.69
23160 - Electrician Maintenance	27.28
23181 - Electronics Technician	24.44
Maintenance I	21,11
23182 - Electronics Technician	25.74
Maintenance II	20.74
23183 - Electronics Technician	26.92
Maintenance III	20.92
23260 - Fabric Worker	20.40
23290 - Fire Alarm System Mechanic	23.17
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System	21.99
Mechanic	21.99
23312 - Fuel Distribution System	17.62
Operator	17.02
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment	24.48
Mechanic	24.40
23381 - Ground Support Equipment	21.79
Servicer	21.75
23382 - Ground Support Equipment	22.40
Worker	22.10
23391 - Gunsmith I	19.08
23392 - Gunsmith II	21.69
23393 - Gunsmith III	23.89
23410 - Heating Ventilation And Air-	22.80
Conditioning	22.00
Mechanic	
23411 - Heating Ventilation And Air	23.81
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	25.13
23460 - Instrument Mechanic	33.85
23465 - Laboratory/Shelter Mechanic	22.84
23470 - Laborer	16.12
23510 - Locksmith	22.84
23530 - Machinery Maintenance	24.24
Mechanic	
23550 - Machinist Maintenance	22.55

23580 - Maintenance Trades Helper	15.49
23591 - Metrology Technician I	33.85
23592 - Metrology Technician II	35.35
23593 - Metrology Technician III	36.91
23640 - Millwright	25.19
23710 - Office Appliance Repairer	21.04
23760 - Painter Maintenance	19.67
23790 - Pipefitter Maintenance	27.89
23810 - Plumber Maintenance	24.59
23820 - Pneudraulic Systems Mechanic	23.89
23850 - Rigger	23.89
23870 - Scale Mechanic	21.69
23890 - Sheet-Metal Worker	22.51
Maintenance	
23910 - Small Engine Mechanic	17.67
23931 - Telecommunications Mechanic	27.49
I	
23932 - Telecommunications Mechanic	28.71
II	20072
23950 - Telephone Lineman	27.34
23960 - Welder Combination	22.54
Maintenance	
23965 - Well Driller	23.85
23970 - Woodcraft Worker	23.89
23980 - Woodworker	19.08
24000 - Personal Needs Occupations	
24550 - Case Manager	15.17
24570 - Child Care Attendant	11.39
24580 - Child Care Center Clerk	14.20
24610 - Chore Aide	11.20
24620 - Family Readiness And Support	15.17
Services	
Coordinator	
24630 - Homemaker	15.17
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.31
25040 - Sewage Plant Operator	21.82
25070 - Stationary Engineer	24.31
25190 - Ventilation Equipment Tender	18.33
25210 - Water Treatment Plant	21.82
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.64
27007 - Baggage Inspector	14.11
27008 - Corrections Officer	17.26
27010 - Court Security Officer	19.58
27030 - Detection Dog Handler	17.54
27040 - Detention Officer	17.26
27070 - Firefighter	23.05
=	

27101 - Guard I			14.11
27101 Guard II			17.54
27102 - Guard II 27131 - Police Officer I			21.39
27132 - Police Officer II			23.77
28000 - Recreation Occupations			10 10
28041 - Carnival Equipment Operator			12.19
28042 - Carnival Equipment Repairer			13.10
28043 - Carnival Worker			9.51
28210 - Gate Attendant/Gate Tender			14.07
28310 - Lifeguard			11.94
28350 - Park Attendant (Aide)			15.74
28510 - Recreation Aide/Health			12.21
Facility Attendant			
28515 - Recreation Specialist			19.50
28630 - Sports Official			12.53
28690 - Swimming Pool Operator			15.35
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			27.37
29020 - Hatch Tender			27.37
29030 - Line Handler			27.37
29041 - Stevedore I			26.52
29042 - Stevedore II			28.75
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.62
Specialist Center (HFO)	(200)	_,	10.02
30011 - Air Traffic Control	(see	2.)	28.01
Specialist Station (HFO)	(200)	_,	
30012 - Air Traffic Control			30.85
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.86
30022 - Archeological Technician II			21.09
30023 - Archeological Technician III			26.12
30030 - Cartographic Technician			26.12
30040 - Civil Engineering Technician			26.98
30051 - Cryogenic Technician I			27.95
30052 - Cryogenic Technician II			30.87
30061 - Drafter/CAD Operator I			18.86
30062 - Drafter/CAD Operator II			21.09
30062 - Drafter/CAD Operator II			23.50
· •			
30064 - Drafter/CAD Operator IV			28.93
30081 - Engineering Technician I			
30082 - Engineering Technician II			22.43
30083 - Engineering Technician III			25.09
30084 - Engineering Technician IV			31.08
30085 - Engineering Technician V			38.03
30086 - Engineering Technician VI			46.01
30090 - Environmental Technician			25.48
30095 - Evidence Control Specialist			25.25
30210 - Laboratory Technician			22.58

30221 - Latent Fingerprint Technician I	27.95
30222 - Latent Fingerprint	30.87
Technician II	30.07
30240 - Mathematical Technician	26.61
30361 - Paralegal/Legal Assistant I	19.75
30362 - Paralegal/Legal Assistant II	26.15
30363 - Paralegal/Legal Assistant	29.48
III	23.10
30364 - Paralegal/Legal Assistant IV	35.63
30375 - Petroleum Supply Specialist	30.87
30390 - Photo-Optics Technician	26.12
30395 - Radiation Control Technician	30.87
30461 - Technical Writer I	23.18
30462 - Technical Writer II	28.36
30463 - Technical Writer III	34.31
30491 - Unexploded Ordnance (UXO)	25.82
Technician I	23.02
30492 - Unexploded Ordnance (UXO)	31.24
Technician II	J1.24
30493 - Unexploded Ordnance (UXO)	37.44
Technician III	37.44
	25.82
30494 - Unexploded (UXO) Safety Escort	23.02
	25 02
30495 - Unexploded (UXO) Sweep Personnel	25.82
30501 - Weather Forecaster I	20 02
30501 - Weather Forecaster I 30502 - Weather Forecaster II	28.93
30620 - Weather Observer Combined (see 2)	23.50
Upper Air Or	
Surface Programs	06 10
30621 - Weather Observer Senior (see 2)	26.12
31000 - Transportation/Mobile	
Equipment Operation Occupations	21 04
31010 - Airplane Pilot	31.24
31020 - Bus Aide	13.63
31030 - Bus Driver	18.35
31043 - Driver Courier	14.18
31260 - Parking and Lot Attendant	13.61
31290 - Shuttle Bus Driver	15.90
31310 - Taxi Driver	12.60
31361 - Truckdriver Light	15.90
31362 - Truckdriver Medium	16.56
31363 - Truckdriver Heavy	21.99
31364 - Truckdriver Tractor-Trailer	21.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.23
99030 - Cashier	10.49
99050 - Desk Clerk 99095 - Embalmer	10.11 33.22

99130 - Flight Follower	25.82
99251 - Laboratory Animal Caretaker	13.42
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	24.39
99310 - Mortician	33.22
99410 - Pest Controller	17.88
99510 - Photofinishing Worker	13.57
99710 - Recycling Laborer	19.29
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	17.65
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	16.26
99830 - Survey Party Chief	21.56
99831 - Surveying Aide	18.92
99832 - Surveying Technician	19.54
99840 - Vending Machine Attendant	15.18
99841 - Vending Machine Repairer	18.37
99842 - Vending Machine Repairer Helper	15.18

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

<code>HEALTH & WELFARE: \$4.60</code> per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4827

Daniel W. Simms Division of | Revision No.: 18

Director

Wage Determinations | Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Ripley Switzerland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.70
01012 - Accounting Clerk II		15.39
01013 - Accounting Clerk III		17.21
01020 - Administrative Assistant		24.49
01035 - Court Reporter		18.31
01041 - Customer Service		13.27
Representative I		
01042 - Customer Service		14.90
Representative II		

01043 - Customer Service Representative III		16.26
01051 - Data Entry Operator I		14.52
01051 - Data Entry Operator II		15.84
01060 - Dispatcher Motor Vehicle		21.76
01070 - Dispatcher Motor Venicle		14.16
01090 - Duplicating Machine Operat		14.16
01111 - General Clerk I	OI	13.29
01112 - General Clerk II		14.50
01112 - General Clerk III		16.29
01120 - Housing Referral Assistant		19.84
01141 - Messenger Courier		14.55
01191 - Messenger Courier 01191 - Order Clerk I		13.62
01191 - Order Clerk I		17.02
01261 - Personnel Assistant		15.67
(Employment) I		13.07
01262 - Personnel Assistant		17.53
(Employment) II		17.55
01263 - Personnel Assistant		19.55
(Employment) III		19.55
01270 - Production Control Clerk		24.00
01270 - Production Control Clerk 01290 - Rental Clerk		14.57
01300 - Scheduler Maintenance		15.84
		15.84
01311 - Secretary I		
01312 - Secretary II		17.79
01313 - Secretary III		19.84
01320 - Service Order Dispatcher		19.45
01410 - Supply Technician		24.49
01420 - Survey Worker 01460 - Switchboard		17.63
		14.31
Operator/Receptionist 01531 - Travel Clerk I		14.15
01531 - Travel Clerk I 01532 - Travel Clerk II		
		14.81
01533 - Travel Clerk III 01611 - Word Processor I		15.47 14.64
01612 - Word Processor II		16.44
01613 - Word Processor III		18.39
05000 - Automotive Service Occupatio	ns	01 07
05005 - Automobile Body Repairer		21.27
Fiberglass	D1	00 10
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		21.61
05070 - Automotive Worker		22.26
05110 - Mobile Equipment Servicer		20.65
05130 - Motor Equipment Metal		24.59
Mechanic		00.00
05160 - Motor Equipment Metal Work	er	22.26
05190 - Motor Vehicle Mechanic		23.03
05220 - Motor Vehicle Mechanic		20.30
Helper		

05250 - Motor Vehicle Upholstery Worker	
MOLKEL	21.42
05280 - Motor Vehicle Wrecker	22.26
05310 - Painter Automotive	23.12
	22.26
	15.45
_	24.59
Specialist	24.00
07000 - Food Preparation And Service	
Occupations	
-	12.32
07041 - Cook I	12.59
	14.19
07070 - Dishwasher	9.25
	9.89
	15.84
07260 - Waiter/Waitress	9.25
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.70
	13.81
	17.91
09090 - Furniture Refinisher Helper	15.31
-	16.59
09130 - Upholsterer	17.91
11000 - General Services And Support	
11000 - General Services And Support Occupations	
Occupations	13.06
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	13.06 12.27
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	12.27
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	12.27 17.36
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide	12.27 17.36 12.52
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor	12.27 17.36 12.52 12.52
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	12.27 17.36 12.52 12.52 14.99
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	12.27 17.36 12.52 12.52 14.99 10.76
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	12.27 17.36 12.52 12.52 14.99 10.76 13.48 16.71 14.99
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	12.27 17.36 12.52 12.52 14.99 10.76 13.48 16.71
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	12.27 17.36 12.52 12.52 14.99 10.76 13.48 16.71 14.99 13.68
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	12.27 17.36 12.52 12.52 14.99 10.76 13.48 16.71 14.99 13.68
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	12.27 17.36 12.52 12.52 14.99 10.76 13.48 16.71 14.99 13.68
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational	12.27 17.36 12.52 12.52 14.99 10.76 13.48 16.71 14.99 13.68
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	12.27 17.36 12.52 12.52 14.99 10.76 13.48 16.71 14.99 13.68
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	12.27 17.36 12.52 12.52 14.99 10.76 13.48 16.71 14.99 13.68
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	12.27 17.36 12.52 12.52 14.99 10.76 13.48 16.71 14.99 13.68 19.03 19.25 27.03
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	12.27 17.36 12.52 12.52 14.99 10.76 13.48 16.71 14.99 13.68 19.03 19.25 27.03 26.81
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	12.27 17.36 12.52 12.52 14.99 10.76 13.48 16.71 14.99 13.68 19.03 19.25 27.03 26.81 19.56 39.64
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	12.27 17.36 12.52 12.52 14.99 10.76 13.48 16.71 14.99 13.68 19.03 19.25 27.03 26.81 19.56 39.64 26.59
Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	12.27 17.36 12.52 12.52 14.99 10.76 13.48 16.71 14.99 13.68 19.03 19.25 27.03 26.81 19.56 39.64

12040 - Emergency Medical Technician	19.03
12071 - Licensed Practical Nurse I	17.22
12072 - Licensed Practical Nurse II	19.25
12073 - Licensed Practical Nurse III	21.46
12100 - Medical Assistant	15.48
12130 - Medical Laboratory	23.66
Technician	
12160 - Medical Record Clerk	16.12
12190 - Medical Record Technician	19.03
12195 - Medical Transcriptionist	17.22
12210 - Nuclear Medicine	42.31
Technologist	
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	16.72
12236 - Optical Technician	17.22
12250 - Pharmacy Technician	15.93
12280 - Phlebotomist	15.39
12305 - Radiologic Technologist	26.79
12311 - Registered Nurse I	24.51
12312 - Registered Nurse II	29.20
12313 - Registered Nurse II	29.20
Specialist	
12314 - Registered Nurse III	35.32
12315 - Registered Nurse III	35.32
Anesthetist	
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol	23.85
Testing)	
12320 - Substance Abuse Treatment	20.44
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.76
13012 - Exhibits Specialist II	24.48
13013 - Exhibits Specialist III	29.93
13041 - Illustrator I	20.17
13042 - Illustrator II	24.99
13043 - Illustrator III	30.56
13047 - Librarian	27.38
13050 - Library Aide/Clerk	12.27
13054 - Library Information	24.96
Technology Systems	
Administrator	
13058 - Library Technician	15.33
13061 - Media Specialist I	17.68
13062 - Media Specialist II	19.76
13063 - Media Specialist III	22.38
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13071 - Photographer I	14.95
13072 - Photographer II	17.85
13073 - Photographer III	21.52
13074 - Photographer IV	26.56
13075 - Photographer V	32.12
13090 - Technical Order Library	15.49
Clerk	
13110 - Video Teleconference	19.61
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	15.90
14042 - Computer Operator II	17.80
14043 - Computer Operator III	19.83
14044 - Computer Operator IV	22.04
14045 - Computer Operator V	24.40
14071 - Computer Programmer I (see 1)	19.86
14071 - Computer Programmer II (see 1)	24.53
14072 - Computer Programmer III (see 1)	24.55
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	1 5 0 0
14150 - Peripheral Equipment	15.90
Operator	0000
14160 - Personal Computer Support	22.04
Technician	0.6.00
14170 - System Support Specialist	26.03
15000 - Instructional Occupations	0.10.0
15010 - Aircrew Training Devices	31.98
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.68
Instructor (Rated)	
15030 - Air Crew Training Devices	43.49
Instructor (Pilot)	
15050 - Computer Based Training	31.98
Specialist / Instructor	
15060 - Educational Technologist	30.00
15070 - Flight Instructor (Pilot)	43.49
15080 - Graphic Artist	23.35
15085 - Maintenance Test Pilot Fixed	43.18
Jet/Prop	
15086 - Maintenance Test Pilot	43.18
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.18
Pilot	
15090 - Technical Instructor	20.97
15095 - Technical Instructor/Course	25.67
Developer	
15110 - Test Proctor	16.94

15120 - Tutor	16.94
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	10.81
16030 - Counter Attendant	10.81
16040 - Dry Cleaner	13.62
16070 - Finisher Flatwork Machine	10.81
16090 - Presser Hand	10.81
16110 - Presser Machine Drycleaning	10.81
16130 - Presser Machine Shirts	10.81
16160 - Presser Machine Wearing	10.81
Apparel Laundry	
16190 - Sewing Machine Operator	14.45
16220 - Tailor	15.24
16250 - Washer Machine	11.82
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.18
Room)	
19040 - Tool And Die Maker	28.65
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.41
21030 - Material Coordinator	24.00
21040 - Material Expediter	24.00
21050 - Material Handling Laborer	16.74
21071 - Order Filler	13.30
21080 - Production Line Worker (Food	18.41
Processing)	
21110 - Shipping Packer	17.44
21130 - Shipping/Receiving Clerk	17.44
21140 - Store Worker I	14.71
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	18.41
21410 - Warehouse Specialist	18.41
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.12
23019 - Aircraft Logs and Records	20.40
Technician	
23021 - Aircraft Mechanic I	24.88
23022 - Aircraft Mechanic II	26.12
23023 - Aircraft Mechanic III	27.43
23040 - Aircraft Mechanic Helper	18.67
23050 - Aircraft Painter	22.84
23060 - Aircraft Servicer	20.40
23070 - Aircraft Survival Flight	22.84
Equipment Technician	
23080 - Aircraft Worker	21.69

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.69
I	
23092 - Aircrew Life Support	24.88
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.84
23120 - Bicycle Repairer	19.08
23125 - Cable Splicer	33.56
23130 - Carpenter Maintenance	21.32
23140 - Carpet Layer	22.59
23160 - Electrician Maintenance	27.28
23181 - Electronics Technician	24.44
Maintenance I	
23182 - Electronics Technician	25.74
Maintenance II	
23183 - Electronics Technician	26.92
Maintenance III	
23260 - Fabric Worker	20.40
23290 - Fire Alarm System Mechanic	22.51
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System	24.93
Mechanic	
23312 - Fuel Distribution System	20.52
Operator	
23370 - General Maintenance Worker	20.86
23380 - Ground Support Equipment	24.88
Mechanic	
23381 - Ground Support Equipment	20.40
Servicer	
23382 - Ground Support Equipment	21.69
Worker	
23391 - Gunsmith I	19.08
23392 - Gunsmith II	21.69
23393 - Gunsmith III	23.94
23410 - Heating Ventilation And Air-	22.80
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.81
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	25.13
23460 - Instrument Mechanic	31.01
23465 - Laboratory/Shelter Mechanic	22.84
23470 - Laborer	16.12
23510 - Locksmith	22.84
23530 - Machinery Maintenance	24.24
Mechanic	
23550 - Machinist Maintenance	22.55

23580 - Maintenance Trades Helper	15.35
23591 - Metrology Technician I	31.01
23592 - Metrology Technician II	32.38
23593 - Metrology Technician III	33.82
23640 - Millwright	27.90
23710 - Office Appliance Repairer	20.77
23760 - Painter Maintenance	19.70
23790 - Pipefitter Maintenance	25.72
23810 - Plumber Maintenance	24.06
23820 - Pneudraulic Systems Mechanic	23.94
23850 - Rigger	23.89
23870 - Scale Mechanic	21.69
23890 - Sheet-Metal Worker	22.51
Maintenance	
23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic	27.49
I	
23932 - Telecommunications Mechanic	28.71
II	
23950 - Telephone Lineman	28.11
23960 - Welder Combination	23.01
Maintenance	
23965 - Well Driller	23.85
23970 - Woodcraft Worker	23.94
23980 - Woodworker	19.08
24000 - Personal Needs Occupations	
24550 - Case Manager	15.17
24570 - Child Care Attendant	11.39
24580 - Child Care Center Clerk	15.48
24610 - Chore Aide	11.20
24620 - Family Readiness And Support	15.17
Services	
Coordinator	
24630 - Homemaker	17.36
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.28
25040 - Sewage Plant Operator	21.82
25070 - Stationary Engineer	25.28
25190 - Ventilation Equipment Tender	18.95
25210 - Water Treatment Plant	21.82
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.18
27007 - Baggage Inspector	13.22
27008 - Corrections Officer	24.65
27010 - Court Security Officer	24.65
27030 - Detection Dog Handler	18.00
27040 - Detention Officer	24.65
27070 - Firefighter	24.58

27101 - Guard I			13.22
27101 - Guard I 27102 - Guard II			
			18.00
27131 - Police Officer I			24.89
27132 - Police Officer II			27.66
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.19
28042 - Carnival Equipment Repairer			13.10
28043 - Carnival Worker			9.51
28210 - Gate Attendant/Gate Tender			14.07
28310 - Lifeguard			11.94
28350 - Park Attendant (Aide)			15.74
28510 - Recreation Aide/Health			11.49
Facility Attendant			
28515 - Recreation Specialist			19.50
28630 - Sports Official			12.53
28690 - Swimming Pool Operator			17.89
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			26.59
29020 - Hatch Tender			26.59
29030 - Line Handler			26.59
29041 - Stevedore I			24.99
29041 - Stevedore II			26.76
			20.70
30000 - Technical Occupations	1	2.	40 60
30010 - Air Traffic Control	(see	∠)	40.62
Specialist Center (HFO)	,	0.	00 01
30011 - Air Traffic Control	(see	2)	28.01
Specialist Station (HFO)			
30012 - Air Traffic Control			30.85
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.86
30022 - Archeological Technician II			21.09
30023 - Archeological Technician III			26.12
30030 - Cartographic Technician			26.12
30040 - Civil Engineering Technician			26.98
30051 - Cryogenic Technician I			27.95
30052 - Cryogenic Technician II			30.87
30061 - Drafter/CAD Operator I			18.86
30062 - Drafter/CAD Operator II			21.09
30063 - Drafter/CAD Operator III			23.50
30064 - Drafter/CAD Operator IV			28.93
30081 - Engineering Technician I			16.79
30082 - Engineering Technician II			18.86
30083 - Engineering Technician III			21.09
30084 - Engineering Technician IV			26.12
30085 - Engineering Technician V			31.95
30086 - Engineering Technician VI			38.67
30090 - Environmental Technician			25.25
30095 - Evidence Control Specialist			25.25
30210 - Laboratory Technician			21.44
20210 EGGCTA LECHILLCTUIL			

Technician I 30222 - Latent Fingerprint 30222 - Latent Fingerprint 30222 - Latent Fingerprint 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I 30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant IV 30364 - Paralegal/Legal Assistant IV 30367 - Petroleum Supply Specialist 30397 - Petroleum Supply Specialist 30399 - Photo-Optics Technician 30395 - Radiation Control Technician 30497 - Technical Writer II 30462 - Technical Writer II 30463 - Technical Writer III 30493 - Unexploded Ordnance (UXO) 30492 - Unexploded Ordnance (UXO) 30492 - Unexploded Ordnance (UXO) 37.44 Technician II 30493 - Unexploded Ordnance (UXO) 37.44 Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep 25.82 Escort 30501 - Weather Forecaster I 30501 - Weather Forecaster I 30501 - Weather Forecaster II 30501 - Weather Forecaster II 30502 - Weather Observer Combined 30501 - Wasther Observer Senior Surface Programs 30521 - Weather Observer Senior 30100 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31043 - Driver Courier 31043 - Driver Courier 31043 - Truckdriver Heavy 31341 - Truckdriver Light 31362 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer 35.18		
Technician II 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I 30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant II 30364 - Paralegal/Legal Assistant II 30364 - Paralegal/Legal Assistant IV 30365 - Paralegal/Legal Assistant IV 30366 - Paralegal/Legal Assistant IV 30367 - Paralegal/Legal Assistant IV 30375 - Petroleum Supply Specialist 30390 - Photo-Optics Technician 30.87 30390 - Photo-Optics Technician 30.87 30461 - Technical Writer II 30462 - Technical Writer III 30462 - Technical Writer III 30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician II 30492 - Unexploded Ordnance (UXO) Technician III 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 30502 - Weather Forecaster II 30502 - Weather Forecaster II 30502 - Weather Forecaster II 30501 - Weather Forecaster II 30502 - Weather Observer Combined (see 2) 23.50 Upper Air Or Surface Programs 30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31043 - Driver Courier 31040 - Parking and Lot Attendant 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Light 31364 - Truckdriver Heavy 31365 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 39000 - Miscellaneous Occupations 39000 - Cashier 99020 - Cabin Safety Specialist 15.23 99030 - Cashier 99050 - Desk Clerk		27.95
Technician II 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant I 30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant II 30364 - Paralegal/Legal Assistant IV 30363 - Petroleum Supply Specialist 30.87 30375 - Petroleum Supply Specialist 30.87 30390 - Photo-Optics Technician 25.00 30395 - Radiation Control Technician 30.87 30461 - Technical Writer II 28.36 30462 - Technical Writer III 30493 - Unexploded Ordnance (UXO) 30491 - Unexploded Ordnance (UXO) 30492 - Unexploded Ordnance (UXO) 30493 - Unexploded Ordnance (UXO) 30493 - Unexploded Ordnance (UXO) 30494 - Unexploded (UXO) Safety 25.82 Escort 30495 - Unexploded (UXO) Sweep 25.82 Escort 30501 - Weather Forecaster I 30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (see 2) 23.50 Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 26.12 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31045 - Parking and Lot Attendant 31.61 31290 - Shuttle Bus Driver 31360 - Parking and Lot Attendant 31.61 31290 - Shuttle Bus Driver 31364 - Truckdriver Light 31367 - Truckdriver Heavy 31368 - Truckdriver Heavy 31363 - Truckdriver Heavy 31364 - Truckdriver Heavy 31365 - Cabin Safety Specialist 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier 99050 - Desk Clerk		30 87
30240 - Mathematical Technician 18.58 30361 - Paralegal/Legal Assistant I 23.01 30363 - Paralegal/Legal Assistant II 23.01 30363 - Paralegal/Legal Assistant II 28.49 30364 - Paralegal/Legal Assistant IV 34.05 30375 - Petroleum Supply Specialist 30.87 30390 - Photo-Optics Technician 25.00 30395 - Radiation Control Technician 30.87 30461 - Technical Writer II 28.36 30462 - Technical Writer III 34.31 30463 - Technical Writer III 34.31 30491 - Unexploded Ordnance (UXO) 31.24 Technician II 30492 - Unexploded Ordnance (UXO) 37.44 Technician III 30493 - Unexploded Ordnance (UXO) 37.44 Technician III 30494 - Unexploded (UXO) Safety 25.82 Escort 30495 - Unexploded (UXO) Safety 25.82 Escort 30501 - Weather Forecaster I 28.93 30502 - Weather Forecaster II 35.20 30620 - Weather Observer Combined (See 2) 23.50 Upper Air Or Surface Programs 30621 - Weather Observer Senior (See 2) 26.12 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31.24 31020 - Bus Driver 17.51 31260 - Parking and Lot Attendant 3.61 31290 - Shuttle Bus Driver 18.95 31361 - Truckdriver Light 18.95 31362 - Truckdriver Medium 20.07 31363 - Truckdriver Medium 20.07 31364 - Truckdriver Heavy 22.24 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 15.23 99030 - Cashier 99050 - Desk Clerk 11.49		30.07
30361 - Paralegal/Legal Assistant I 23.01		26 12
30362 - Paralegal/Legal Assistant II 23.01 30363 - Paralegal/Legal Assistant		
30363 - Paralegal/Legal Assistant 28.49 III 30364 - Paralegal/Legal Assistant IV 34.05 30375 - Petroleum Supply Specialist 30.87 30390 - Photo-Optics Technician 25.00 30395 - Radiation Control Technician 30.87 30461 - Technical Writer I 23.18 30462 - Technical Writer II 28.36 30463 - Technical Writer III 34.31 30491 - Unexploded Ordnance (UXO) 25.82 Technician I 30492 - Unexploded Ordnance (UXO) 31.24 Technician II 30493 - Unexploded Ordnance (UXO) 37.44 Technician III 30494 - Unexploded (UXO) Safety 25.82 Tesort 25.82 Tesort 28.93 30501 - Weather Forecaster I 36.20 30501 - Weather Forecaster II 35.20 30620 - Weather Observer Combined (see 2) 23.50 Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 26.12 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31.24 31020 - Bus Aide 31.382 31300 - Bus Driver 19.04 31043 - Driver Courier 17.51 31260 - Parking and Lot Attendant 3.61 31290 - Shuttle Bus Driver 14.82 31361 - Truckdriver Light 18.95 31362 - Truckdriver Medium 20.07 3163 - Truckdriver Medium 20.07 3163 - Truckdriver Heavy 22.24 99000 - Miscellaneous Occupations 99020 - Cashier 99030 - Cashier 99050 - Desk Clerk 11.49 99050 - Desk Clerk 11.49		
111 30364 - Paralegal/Legal Assistant IV 34.05 30375 - Petroleum Supply Specialist 30.87 30390 - Photo-Optics Technician 25.00 30395 - Radiation Control Technician 30.87 30461 - Technical Writer I 23.18 30462 - Technical Writer III 34.31 30491 - Unexploded Ordnance (UXO) 25.82 Technician I 30491 - Unexploded Ordnance (UXO) 31.24 Technician II 30492 - Unexploded Ordnance (UXO) 37.44 Technician III 30494 - Unexploded (UXO) Safety 25.82 Technician III 30494 - Unexploded (UXO) Safety 25.82 Technician III 30501 - Weather Forecaster I 28.93 30502 - Weather Forecaster II 35.20 30620 - Weather Forecaster II 35.20 30620 - Weather Observer Combined (see 2) 23.50 Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 26.12 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31.24 31020 - Bus Aide 13.82 31030 - Bus Driver 19.04 31043 - Driver Courier 17.51 31260 - Parking and Lot Attendant 13.61 31290 - Shuttle Bus Driver 18.95 31310 - Taxi Driver 14.82 31361 - Truckdriver Light 18.95 31362 - Truckdriver Medium 20.07 31363 - Truckdriver Medium 20.07 31363 - Truckdriver Heavy 31364 - Truckdriver Medium 20.07 31363 - Truckdriver Medium 20.07 31364 - Truckdriver Tractor-Trailer 22.24 99000 - Miscellaneous Occupations 99020 - Cashier 99030 - Cashier 10.49 99050 - Desk Clerk 11.49		
30364 - Paralegal/Legal Assistant IV 30375 - Petroleum Supply Specialist 30.87 30390 - Photo-Optics Technician 25.00 30395 - Radiation Control Technician 30.87 30461 - Technical Writer I 30462 - Technical Writer II 30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) 31.24 Technician II 30492 - Unexploded Ordnance (UXO) 37.44 Technician II 30493 - Unexploded Ordnance (UXO) 37.44 Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Forecaster II 30620 - Weather Observer Combined (see 2) 30502 - Weather Forecaster II 30621 - Weather Observer Senior 30100 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31043 - Driver Courier 31043 - Driver Courier 31043 - Driver Courier 31290 - Shuttle Bus Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Heavy 31364 - Truckdriver Heavy 31364 - Truckdriver Heavy 31365 - Desk Clerk 39003 - Cashier 39003 - Cashier 39003 - Cashier		20.43
30375 - Petroleum Supply Specialist 30.87		3/1 05
30390 - Photo-Optics Technician 25.00		
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99050 - Desk Clerk 11.49	99020 - Cabin Safety Specialist	15.23
	99030 - Cashier	10.49
99095 - Embalmer 35.18	99050 - Desk Clerk	11.49
	99095 - Embalmer	35.18

99130 - Flight Follower	25.82
99251 - Laboratory Animal Caretaker	13.42
99252 - Laboratory Animal Caretaker II	14.43
99260 - Marketing Analyst	24.39
99310 - Mortician	35.18
99410 - Pest Controller	18.05
99510 - Photofinishing Worker	13.57
99710 - Recycling Laborer	19.29
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	17.65
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	16.26
99830 - Survey Party Chief	21.88
99831 - Surveying Aide	13.20
99832 - Surveying Technician	19.54
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	18.50
99842 - Vending Machine Repairer Helper	16.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor \mid WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Division of | Revision No.: 19 Director

| Wage Determination No.: 2015-4829

Wage Determinations | Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Saint Joseph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.07
01020 - Administrative Assistant		26.77
01035 - Court Reporter		17.65
01041 - Customer Service		14.68
Representative I		
01042 - Customer Service		16.50
Representative II		

01043 - Customer Service		18.00
Representative III		1400
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		19.18
01070 - Document Preparation Clerk		12.63
01090 - Duplicating Machine Operator		12.63
01111 - General Clerk I		14.15
01112 - General Clerk II		15.44
01113 - General Clerk III		17.34
01120 - Housing Referral Assistant		19.67
01141 - Messenger Courier		13.98
01191 - Order Clerk I		15.70
01192 - Order Clerk II		17.13
01261 - Personnel Assistant		15.78
(Employment) I		
01262 - Personnel Assistant		17.64
(Employment) II		
01263 - Personnel Assistant		19.66
(Employment) III		
01270 - Production Control Clerk		23.03
01290 - Rental Clerk		13.79
01300 - Scheduler Maintenance		15.78
01311 - Secretary I		15.78
01312 - Secretary II		17.65
01312 - Secretary II 01313 - Secretary III		19.67
_		17.14
01320 - Service Order Dispatcher		
01410 - Supply Technician		26.77
01420 - Survey Worker		16.23
01460 - Switchboard		14.49
Operator/Receptionist		4 4 4 0
01531 - Travel Clerk I		14.48
01532 - Travel Clerk II		15.67
01533 - Travel Clerk III		16.97
01611 - Word Processor I		14.05
01612 - Word Processor II		15.78
01613 - Word Processor III		17.65
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.23
Fiberglass		
05010 - Automotive	Electrician	21.92
05040 - Automotive Glass Installer		20.68
05070 - Automotive Worker		20.68
05110 - Mobile Equipment Servicer		18.34
05130 - Motor Equipment Metal		22.79
Mechanic		
05160 - Motor Equipment Metal Worker		20.68
05190 - Motor Vehicle Mechanic		22.79
05220 - Motor Vehicle Mechanic		17.17
Helper		- · • - ·
<u>-</u>		

05250 - Motor Vehicle Upholstery	19.50
Worker 05280 - Motor Vehicle Wrecker	20.68
05260 - Motor Venicle Wrecker 05310 - Painter Automotive	21.94
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	20.68
05370 - Radiator Repair Specialist	15.33
05400 - Transmission Repair	22.79
Specialist	22.13
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.62
07041 - Cook I	13.59
07042 - Cook II	15.33
07070 - Dishwasher	11.01
07130 - Food Service Worker	10.84
07210 - Meat Cutter	16.67
07260 - Waiter/Waitress	9.81
09000 - Furniture Maintenance And	3.01
Repair Occupations	
09010 - Electrostatic Spray Painter	23.39
09040 - Furniture Handler	17.41
09080 - Furniture Refinisher	25.44
09090 - Furniture Refinisher Helper	20.15
09110 - Furniture Repairer Minor	22.89
09130 - Upholsterer	25.44
09130 - Ophotsterer	20.11
11000 - General Services And Support	20.44
-	20.11
11000 - General Services And Support	13.33
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles	13.33
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	13.33 13.33 18.63 13.63
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	13.33 13.33 18.63
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	13.33 13.33 18.63 13.63 13.63 15.07
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	13.33 13.33 18.63 13.63 13.63 15.07 11.19
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44 15.07
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44 15.07 14.77
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44 15.07 14.77
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44 15.07 14.77
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44 15.07 14.77
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44 15.07 14.77 20.58 21.02 28.23
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44 15.07 14.77
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44 15.07 14.77 20.58 21.02 28.23
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44 15.07 14.77 20.58 21.02 28.23 28.06
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44 15.07 14.77 20.58 21.02 28.23 28.06 21.50 36.98
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44 15.07 14.77 20.58 21.02 28.23 28.06 21.50 36.98 31.46
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12020 - Dental Hygienist	13.33 13.33 18.63 13.63 13.63 15.07 11.19 13.91 17.44 15.07 14.77 20.58 21.02 28.23 28.06 21.50 36.98

12040 - Emergency Medical Technician	20.58
12071 - Licensed Practical Nurse I	18.80
12072 - Licensed Practical Nurse II	21.02
12073 - Licensed Practical Nurse III	23.43
12100 - Medical Assistant	16.56
12130 - Medical Laboratory	20.04
Technician	
12160 - Medical Record Clerk	16.54
12190 - Medical Record Technician	20.36
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine	46.20
Technologist	
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.00
12223 - Nursing Assistant III	14.19
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	16.35
12236 - Optical Technician	18.80
12250 - Pharmacy Technician	16.17
12280 - Phlebotomist	17.09
12305 - Radiologic Technologist	28.52
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.83
12313 - Registered Nurse II	29.83
Specialist	
12314 - Registered Nurse III	36.09
12315 - Registered Nurse III	36.09
Anesthetist	
12316 - Registered Nurse IV	43.26
12317 - Scheduler (Drug and Alcohol	26.04
Testing)	
12320 - Substance Abuse Treatment	22.66
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.68
13012 - Exhibits Specialist II	25.63
13013 - Exhibits Specialist III	31.35
13041 - Illustrator I	20.68
13042 - Illustrator II	25.63
13043 - Illustrator III	31.35
13047 - Librarian	28.39
13050 - Library Aide/Clerk	13.43
13054 - Library Information	25.63
Technology Systems	
Administrator	
13058 - Library Technician	17.93
13061 - Media Specialist I	18.49
13062 - Media Specialist II	20.68
13063 - Media Specialist III	23.07

13071 - Photographer I		17.66
13072 - Photographer II		20.90
13073 - Photographer III		22.79
13074 - Photographer IV		27.89
13075 - Photographer V		33.74
13090 - Technical Order Library		16.33
Clerk		
13110 - Video Teleconference		19.79
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.69
14042 - Computer Operator II		18.67
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		23.54
14045 - Computer Operator V		26.07
14071 - Computer Programmer I	(see 1)	19.06
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	21.17
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14101 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	16.69
14150 - Peripheral Equipment		16.69
Operator		02.05
14160 - Personal Computer Support		23.85
Technician		
14170 - System Support Specialist		27.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		28.66
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		34.62
Instructor (Rated)		
15030 - Air Crew Training Devices		41.48
Instructor (Pilot)		
15050 - Computer Based Training		28.66
Specialist / Instructor		
15060 - Educational Technologist		26.24
15070 - Flight Instructor (Pilot)		41.48
15080 - Graphic Artist		22.31
15085 - Maintenance Test Pilot Fixed		41.12
Jet/Prop		
15086 - Maintenance Test Pilot		41.12
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.12
Pilot		- -
15090 - Technical Instructor		23.80
15095 - Technical Instructor/Course		29.12
Developer		
15110 - Test Proctor		19.22

15120 - Tutor	19.22
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	10.01
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And	10.04
Repair Occupations	
-	24 00
19010 - Machine-Tool Operator (Tool	24.88
Room) 19040 - Tool And Die Maker	28.46
	20.40
21000 - Materials Handling And Packing	
Occupations	1 (01
21020 - Forklift Operator	16.81
21030 - Material Coordinator	23.03
21040 - Material Expediter	23.03
21050 - Material Handling Laborer	14.22
21071 - Order Filler	13.67
21080 - Production Line Worker (Food	16.81
Processing)	16 10
21110 - Shipping Packer	16.43
21130 - Shipping/Receiving Clerk	16.43
21140 - Store Worker I	15.41
21150 - Stock Clerk	19.70
21210 - Tools And Parts Attendant	16.81
21410 - Warehouse Specialist	16.81
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	24.53
23019 - Aircraft Logs and Records	20.05
Technician	
23021 - Aircraft Mechanic I	23.54
23022 - Aircraft Mechanic II	24.53
23023 - Aircraft Mechanic III	25.51
23040 - Aircraft Mechanic Helper	17.65
23050 - Aircraft Painter	22.56
23060 - Aircraft Servicer	20.05
23070 - Aircraft Survival Flight	22.56
Equipment Technician	
23080 - Aircraft Worker	21.26

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.26
I	
23092 - Aircrew Life Support	23.54
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.52
23120 - Bicycle Repairer	21.33
23125 - Cable Splicer	28.26
23130 - Carpenter Maintenance	22.46
23140 - Carpet Layer	23.02
23160 - Electrician Maintenance	31.46
23181 - Electronics Technician	26.12
Maintenance I	
23182 - Electronics Technician	27.71
Maintenance II	
23183 - Electronics Technician	28.92
Maintenance III	
23260 - Fabric Worker	22.68
23290 - Fire Alarm System Mechanic	29.82
23310 - Fire Extinguisher Repairer	21.33
23311 - Fuel Distribution System	23.08
Mechanic	
23312 - Fuel Distribution System	18.51
Operator	
23370 - General Maintenance Worker	18.37
23380 - Ground Support Equipment	23.54
Mechanic	
23381 - Ground Support Equipment	20.05
Servicer	
23382 - Ground Support Equipment	21.26
Worker	
23391 - Gunsmith I	21.33
23392 - Gunsmith II	24.06
23393 - Gunsmith III	26.63
23410 - Heating Ventilation And Air-	26.27
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.37
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.73
23440 - Heavy Equipment Operator	31.17
23460 - Instrument Mechanic	26.63
23465 - Laboratory/Shelter Mechanic	25.52
23470 - Laborer	14.22
23510 - Locksmith	22.36
23530 - Machinery Maintenance	25.98
Mechanic	
23550 - Machinist Maintenance	21.61

23580 - Maintenance Trades Helper	15.28
23591 - Metrology Technician I	26.63
23592 - Metrology Technician II	27.75
23593 - Metrology Technician III	28.87
23640 - Millwright	29.39
23710 - Office Appliance Repairer	19.46
23760 - Painter Maintenance	21.50
23790 - Pipefitter Maintenance	29.70
23810 - Plumber Maintenance	28.46
23820 - Pneudraulic Systems Mechanic	26.63
23850 - Rigger	26.63
23870 - Scale Mechanic	24.06
23890 - Sheet-Metal Worker	26.08
Maintenance	
23910 - Small Engine Mechanic	20.88
23931 - Telecommunications Mechanic	27.38
I	
23932 - Telecommunications Mechanic	28.47
II	
23950 - Telephone Lineman	25.69
23960 - Welder Combination	21.36
Maintenance	
23965 - Well Driller	25.21
23970 - Woodcraft Worker	26.63
23980 - Woodworker	21.33
24000 - Personal Needs Occupations	
24550 - Case Manager	16.16
24570 - Child Care Attendant	11.35
24580 - Child Care Center Clerk	14.15
24610 - Chore Aide	11.51
24620 - Family Readiness And Support	16.16
Services	
Coordinator	
24630 - Homemaker	16.16
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.63
25040 - Sewage Plant Operator	23.08
25070 - Stationary Engineer	26.63
25190 - Ventilation Equipment Tender	19.97
25210 - Water Treatment Plant	23.08
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.52
27007 - Baggage Inspector	13.95
27008 - Corrections Officer	20.01
27010 - Court Security Officer	25.51
27030 - Detection Dog Handler	15.60
27030 - Detection Bog Handler 27040 - Detention Officer	20.01
27070 - Firefighter	27.51
2,0,0 Effertdurer	21.01

27101 - Guard I			13.95
27101 Guard II			15.60
27102 - Guard II 27131 - Police Officer I			25.27
27132 - Police Officer II			28.09
28000 - Recreation Occupations			10 00
28041 - Carnival Equipment Operator			12.33
28042 - Carnival Equipment Repairer			13.16
28043 - Carnival Worker			9.83
28210 - Gate Attendant/Gate Tender			15.35
28310 - Lifeguard			12.11
28350 - Park Attendant (Aide)			17.17
28510 - Recreation Aide/Health			12.53
Facility Attendant			
28515 - Recreation Specialist			19.92
28630 - Sports Official			13.67
28690 - Swimming Pool Operator			18.38
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			24.06
29020 - Hatch Tender			24.06
29030 - Line Handler			24.06
29041 - Stevedore I			22.68
29042 - Stevedore II			25.52
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(555)	_,	10.23
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(200)	_,	_ / • / •
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.21
30022 - Archeological Technician II			19.26
30023 - Archeological Technician III			23.85
30030 - Cartographic Technician			23.85
30040 - Civil Engineering Technician			27.21
30051 - Cryogenic Technician I			26.42
30052 - Cryogenic Technician II			29.18
30061 - Drafter/CAD Operator I			17.21
30062 - Drafter/CAD Operator II			19.26
30062 - Drafter/CAD Operator II			21.47
· -			
30064 - Drafter/CAD Operator IV			26.42
30081 - Engineering Technician I			16.09
30082 - Engineering Technician II			18.05
30083 - Engineering Technician III			20.19
30084 - Engineering Technician IV			25.03
30085 - Engineering Technician V			30.62
30086 - Engineering Technician VI			37.04
30090 - Environmental Technician			23.85
30095 - Evidence Control Specialist			23.85
30210 - Laboratory Technician			19.92

30221 - Latent Fingerprint Technician I	26.42
30222 - Latent Fingerprint	29.18
Technician II	23.10
30240 - Mathematical Technician	26.24
30361 - Paralegal/Legal Assistant I	18.51
30362 - Paralegal/Legal Assistant II	22.93
30363 - Paralegal/Legal Assistant	28.05
III	20.00
30364 - Paralegal/Legal Assistant IV	33.95
30375 - Petroleum Supply Specialist	29.18
30390 - Photo-Optics Technician	23.85
30395 - Radiation Control Technician	29.18
30461 - Technical Writer I	23.85
30462 - Technical Writer II	29.18
30463 - Technical Writer III	35.31
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	23.00
	30.98
30492 - Unexploded Ordnance (UXO) Technician II	30.90
	27 12
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	25 60
30494 - Unexploded (UXO) Safety	25.60
Escort	05 60
30495 - Unexploded (UXO) Sweep	25.60
Personnel	0.6 4.0
30501 - Weather Forecaster I	26.42
30502 - Weather Forecaster II	32.14
30620 - Weather Observer Combined (see 2)	21.47
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.85
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	16.04
31030 - Bus Driver	21.09
31043 - Driver Courier	15.59
31260 - Parking and Lot Attendant	11.08
31290 - Shuttle Bus Driver	16.65
31310 - Taxi Driver	14.63
31361 - Truckdriver Light	16.65
31362 - Truckdriver Medium	17.70
31363 - Truckdriver Heavy	23.15
31364 - Truckdriver Tractor-Trailer	23.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.15
99050 - Desk Clerk	
99050 - Desk Cierk	11.12

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.40
99260 - Marketing Analyst	24.23
99310 - Mortician	25.60
99410 - Pest Controller	20.58
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.10
99711 - Recycling Specialist	21.40
99730 - Refuse Collector	16.48
99810 - Sales Clerk	12.96
99820 - School Crossing Guard	13.82
99830 - Survey Party Chief	19.92
99831 - Surveying Aide	12.04
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	20.91
99841 - Vending Machine Repairer	25.18
99842 - Vending Machine Repairer Helper	20.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

<code>HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*</code>

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4831

Daniel W. Simms Division of | Revision No.: 18

Director

Wage Determinations | Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Cass

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.07
01020 - Administrative Assistant		26.77
01035 - Court Reporter		17.65
01041 - Customer Service		14.68
Representative I		
01042 - Customer Service		16.50
Representative II		

01043 - Customer Service Representative III		18.00
01051 - Data Entry Operator I		14.96
01052 - Data Entry Operator II		16.32
01060 - Dispatcher Motor Vehicle		19.61
01070 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk		14.96
01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		14.15
01112 - General Clerk II		15.44
01113 - General Clerk III		17.34
01120 - Housing Referral Assistant		19.67
01141 - Messenger Courier		13.98
01191 - Order Clerk I		15.70
01192 - Order Clerk II		17.13
01261 - Personnel Assistant		15.86
(Employment) I		
01262 - Personnel Assistant		17.75
(Employment) II		
01263 - Personnel Assistant		19.79
(Employment) III		
01270 - Production Control Clerk		23.03
01290 - Rental Clerk		14.44
01300 - Scheduler Maintenance		15.78
01311 - Secretary I		15.78
01312 - Secretary II		17.65
01313 - Secretary III		19.67
01320 - Service Order Dispatcher		17.14
01410 - Supply Technician		26.77
01420 - Survey Worker		16.95
01460 - Switchboard		14.49
Operator/Receptionist		
01531 - Travel Clerk I		14.48
01532 - Travel Clerk II		15.67
01533 - Travel Clerk III		16.97
01611 - Word Processor I		14.13
01612 - Word Processor II		15.98
01613 - Word Processor III		18.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.06
Fiberglass		
05010 - Automotive	Electrician	21.94
05040 - Automotive Glass Installer		20.68
05070 - Automotive Worker		20.68
05110 - Mobile Equipment Servicer		18.34
05130 - Motor Equipment Metal		22.90
Mechanic		
05160 - Motor Equipment Metal Worker		20.68
05190 - Motor Vehicle Mechanic		22.90
05220 - Motor Vehicle Mechanic		17.17
Helper		
•		

05250 - Motor Vehicle Upholstery Worker	19.50
05280 - Motor Vehicle Wrecker	20.68
05310 - Painter Automotive	21.94
05310 - Fainter Automotive 05340 - Radiator Repair Specialist	20.68
05370 - Radiator Repair Specialist	16.02
05400 - Transmission Repair	22.90
Specialist	22.50
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.75
09040 - Furniture Handler	17.41
09080 - Furniture Refinisher	25.75
09090 - Furniture Refinisher Helper	20.15
09110 - Furniture Repairer Minor	22.89
09130 - Upholsterer	25.75
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.33
11060 - Elevator Operator	13.67
11090 - Gardener	18.63
11122 - Housekeeping Aide	13.67
11150 - Janitor	13.67
11210 - Laborer Grounds Maintenance	15.07
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	17.44
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	14.82
12000 - Health Occupations	20 50
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	20.58
12011 - Breath Alcohol Technician 12012 - Certified Occupational	21.02 28.23
Therapist Assistant	20.23
12015 - Certified Physical Therapist	28.06
Assistant	20.00
12020 - Dental Assistant	21.50
12025 - Dental Hygienist	36.85
12030 - EKG Technician	31.46
12035 - Electroneurodiagnostic	31.46
Technologist	3_,10

12040 - Emergency Medical Technician	20.58
12071 - Licensed Practical Nurse I	18.80
12072 - Licensed Practical Nurse II	21.02
12073 - Licensed Practical Nurse III	23.43
12100 - Medical Assistant	16.56
12130 - Medical Laboratory	20.52
Technician	
12160 - Medical Record Clerk	16.54
12190 - Medical Record Technician	20.36
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine	46.20
Technologist	
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.00
12223 - Nursing Assistant III	14.19
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	16.32
12236 - Optical Technician	18.80
12250 - Pharmacy Technician	16.61
12280 - Phlebotomist	17.09
12305 - Radiologic Technologist	28.52
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II	30.09
Specialist	
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III	36.40
Anesthetist	
12316 - Registered Nurse IV	43.34
12317 - Scheduler (Drug and Alcohol	26.04
Testing)	
12320 - Substance Abuse Treatment	22.66
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.78
13012 - Exhibits Specialist II	25.73
13013 - Exhibits Specialist III	31.47
13041 - Illustrator I	20.78
13042 - Illustrator II	25.73
13043 - Illustrator III	31.47
13047 - Librarian	28.49
13050 - Library Aide/Clerk	13.54
13054 - Library Information	25.73
Technology Systems	
Administrator	
13058 - Library Technician	17.89
13061 - Media Specialist I	18.57
13062 - Media Specialist II	20.78
13063 - Media Specialist III	23.16
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13071 - Photographer I	17.71
13072 - Photographer II	20.53
13073 - Photographer III	23.97
13074 - Photographer IV	28.53
13075 - Photographer V	34.25
13090 - Technical Order Library	16.33
Clerk	
13110 - Video Teleconference	19.66
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.12
14042 - Computer Operator II	19.15
14043 - Computer Operator III	21.36
14044 - Computer Operator IV	23.73
14045 - Computer Operator V	26.27
14071 - Computer Programmer I (see 1)	21.24
14072 - Computer Programmer II (see 1)	26.32
14073 - Computer Programmer III (see 1)	20.02
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	17.12
Operator	
14160 - Personal Computer Support	23.73
Technician	200,
14170 - System Support Specialist	27.23
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.44
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.62
Instructor (Rated)	
15030 - Air Crew Training Devices	41.55
Instructor (Pilot)	
15050 - Computer Based Training	29.44
Specialist / Instructor	
15060 - Educational Technologist	30.63
15070 - Flight Instructor (Pilot)	41.55
15080 - Graphic Artist	22.31
15085 - Maintenance Test Pilot Fixed	41.12
Jet/Prop	
15086 - Maintenance Test Pilot	41.12
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.12
Pilot	, _ -
15090 - Technical Instructor	24.30
15095 - Technical Instructor/Course	29.73
Developer	=: • / 3
15110 - Test Proctor	19.97

15120 - Tutor	19.97
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.98
Room)	
19040 - Tool And Die Maker	29.17
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	16.85
21030 - Material Coordinator	23.03
21040 - Material Expediter	23.03
21050 - Material Handling Laborer	14.29
21071 - Order Filler	15.65
21080 - Production Line Worker (Food	20.02
Processing)	
21110 - Shipping Packer	16.43
21130 - Shipping/Receiving Clerk	16.43
21140 - Store Worker I	15.41
21150 - Stock Clerk	19.70
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	24.53
23019 - Aircraft Logs and Records	20.05
Technician	
23021 - Aircraft Mechanic I	23.54
23022 - Aircraft Mechanic II	24.53
23023 - Aircraft Mechanic III	25.51
23040 - Aircraft Mechanic Helper	18.22
23050 - Aircraft Painter	22.56
23060 - Aircraft Servicer	20.05
23070 - Aircraft Survival Flight	22.56
Equipment Technician	04.05
23080 - Aircraft Worker	21.26

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.26
I	
23092 - Aircrew Life Support	23.54
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.52
23120 - Bicycle Repairer	21.33
23125 - Cable Splicer	28.94
23130 - Carpenter Maintenance	22.46
23140 - Carpet Layer	23.89
23160 - Electrician Maintenance	31.46
23181 - Electronics Technician	26.12
Maintenance I	
23182 - Electronics Technician	27.71
Maintenance II	
23183 - Electronics Technician	28.92
Maintenance III	
23260 - Fabric Worker	22.68
23290 - Fire Alarm System Mechanic	29.82
23310 - Fire Extinguisher Repairer	21.33
23311 - Fuel Distribution System	24.15
Mechanic	
23312 - Fuel Distribution System	19.75
Operator	
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment	23.54
Mechanic	
23381 - Ground Support Equipment	20.05
Servicer	
23382 - Ground Support Equipment	21.26
Worker	
23391 - Gunsmith I	21.33
23392 - Gunsmith II	24.06
23393 - Gunsmith III	26.63
23410 - Heating Ventilation And Air-	28.14
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.37
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.73
23440 - Heavy Equipment Operator	30.29
23460 - Instrument Mechanic	26.63
23465 - Laboratory/Shelter Mechanic	25.52
23470 - Laborer	14.22
23510 - Locksmith	23.06
23530 - Machinery Maintenance	25.98
Mechanic	
23550 - Machinist Maintenance	21.61

23580 - Maintenance Trades Helper	17.35
23591 - Metrology Technician I	26.63
23592 - Metrology Technician II	27.75
23593 - Metrology Technician III	28.87
23640 - Millwright	29.44
23710 - Office Appliance Repairer	20.96
23760 - Painter Maintenance	21.50
23790 - Pipefitter Maintenance	29.70
23810 - Plumber Maintenance	28.46
23820 - Pneudraulic Systems Mechanic	26.63
23850 - Rigger	26.63
23870 - Scale Mechanic	24.06
23890 - Sheet-Metal Worker	27.51
Maintenance	
23910 - Small Engine Mechanic	20.88
23931 - Telecommunications Mechanic	27.38
I	
23932 - Telecommunications Mechanic	28.47
II	
23950 - Telephone Lineman	25.56
23960 - Welder Combination	21.46
Maintenance	
23965 - Well Driller	25.21
23970 - Woodcraft Worker	26.63
23980 - Woodworker	21.33
24000 - Personal Needs Occupations	
24550 - Case Manager	16.16
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62
24620 - Family Readiness And Support	16.16
Services	
Coordinator	
24630 - Homemaker	16.16
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.63
25040 - Sewage Plant Operator	23.08
25070 - Stationary Engineer	26.63
25190 - Ventilation Equipment Tender	19.97
25210 - Water Treatment Plant	23.08
Operator	23.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.45
27007 - Baggage Inspector	13.95
27007 Baggage Inspector 27008 - Corrections Officer	27.51
27000 - Corrections Officer 27010 - Court Security Officer	27.51
27010 - Court Security Officer 27030 - Detection Dog Handler	16.64
27030 - Detection Dog Handler 27040 - Detention Officer	27.51
27070 - Firefighter	27.51
2/0/0 - Firefighter	27.51

27101 - Guard I			13.95
27102 - Guard II			16.64
27131 - Police Officer I			25.27
27132 - Police Officer II			28.09
28000 - Recreation Occupations			20.03
28041 - Carnival Equipment Operator			15.15
28042 - Carnival Equipment Repairer			15.81
28043 - Carnival Worker			13.47
28210 - Gate Attendant/Gate Tender			15.35
28310 - Lifequard			12.43
28350 - Park Attendant (Aide)			17.17
28510 - Recreation Aide/Health			12.53
Facility Attendant			12.00
28515 - Recreation Specialist			21.26
28630 - Sports Official			13.67
28690 - Swimming Pool Operator			20.18
29000 - Stevedoring/Longshoremen			20.10
Occupational Services			
29010 - Blocker And Bracer			24.73
29020 - Hatch Tender			24.73
29030 - Line Handler			24.73
29041 - Stevedore I			23.74
29042 - Stevedore II			25.96
30000 - Technical Occupations			23.70
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	۷)	40.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(300	۷)	27.70
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			30.33
30021 - Archeological Technician I			17.21
30022 - Archeological Technician II			19.26
30023 - Archeological Technician III			23.85
30030 - Cartographic Technician			23.85
30040 - Civil Engineering Technician			27.21
30051 - Cryogenic Technician I			26.42
30052 - Cryogenic Technician II			29.18
30061 - Drafter/CAD Operator I			17.21
30062 - Drafter/CAD Operator II			19.26
30063 - Drafter/CAD Operator III			21.47
30064 - Drafter/CAD Operator IV			26.42
30081 - Engineering Technician I			15.07
30082 - Engineering Technician II			16.92
30083 - Engineering Technician III			19.40
30084 - Engineering Technician IV			23.45
30085 - Engineering Technician V			28.69
30086 - Engineering Technician VI			34.71
30090 - Engineering Technician VI			23.85
30095 - Environmental Technician 30095 - Evidence Control Specialist			23.85
30210 - Laboratory Technician			20.31
20510 Haboracory reciliircrail			20.JI

30221 - Latent Fingerprint Technician I	26.42
30222 - Latent Fingerprint	29.18
Technician II	23.10
30240 - Mathematical Technician	26.24
30361 - Paralegal/Legal Assistant I	18.51
30362 - Paralegal/Legal Assistant II	22.93
30363 - Paralegal/Legal Assistant	28.05
III	20.03
30364 - Paralegal/Legal Assistant IV	33.95
30375 - Petroleum Supply Specialist	29.18
30390 - Photo-Optics Technician	23.85
30395 - Radiation Control Technician	29.18
30461 - Technical Writer I	23.85
30462 - Technical Writer II	29.18
30462 - Technical Writer II	35.31
	25.60
30491 - Unexploded Ordnance (UXO) Technician I	25.60
	30.98
30492 - Unexploded Ordnance (UXO) Technician II	30.98
	27 12
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	25 60
30494 - Unexploded (UXO) Safety	25.60
Escort	05.60
30495 - Unexploded (UXO) Sweep	25.60
Personnel	0.6.40
30501 - Weather Forecaster I	26.42
30502 - Weather Forecaster II	32.14
30620 - Weather Observer Combined (see 2)	21.47
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.08
31000 - Transportation/Mobile	
Equipment Operation Occupations	22 22
31010 - Airplane Pilot	30.98
31020 - Bus Aide	16.04
31030 - Bus Driver	21.09
31043 - Driver Courier	15.94
31260 - Parking and Lot Attendant	13.12
31290 - Shuttle Bus Driver	16.87
31310 - Taxi Driver	16.71
31361 - Truckdriver Light	16.87
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	23.15
31364 - Truckdriver Tractor-Trailer	23.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.15
99050 - Desk Clerk	11.59
99095 - Embalmer	26.68

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.40
99260 - Marketing Analyst	24.23
99310 - Mortician	26.68
99410 - Pest Controller	19.16
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.91
99711 - Recycling Specialist	23.03
99730 - Refuse Collector	18.37
99810 - Sales Clerk	12.96
99820 - School Crossing Guard	13.82
99830 - Survey Party Chief	23.88
99831 - Surveying Aide	12.54
99832 - Surveying Technician	19.90
99840 - Vending Machine Attendant	20.91
99841 - Vending Machine Repairer	25.18
99842 - Vending Machine Repairer	20.91
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

<code>HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*</code>

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years 4 after 15 years and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;
- (2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;
- (3) The design documentation testing creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).