# Standard Wage Determinants

From 2015-5401 to 2015-5489

March 24, 2022

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR 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 Determinations	Wage Determination No.: 2015-5401 Revision No.: 15 Date Of Last Revision: 12/27/2021

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

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

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

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

## State: Montana

Area: Montana Counties of Flathead Lake Lincoln Mineral Ravalli Sanders

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.87
01012 - Accounting Clerk II		16.70
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		24.03
01035 - Court Reporter		17.39
01041 - Customer Service		12.73
Representative I		
01042 - Customer Service		13.92
Representative II		

01043 - Customer Service Representative III	15.60
01051 - Data Entry Operator I	13.21
01052 - Data Entry Operator II	14.41
01060 - Dispatcher Motor Vehicle	18.74
01070 - Document Preparation Clerk	13.84
01090 - Duplicating Machine Operator	13.84
01111 - General Clerk I	12.63
01112 - General Clerk II	13.78
01113 - General Clerk III	15.47
01120 - Housing Referral Assistant	19.38
01141 - Messenger Courier	11.29
01191 - Order Clerk I	12.69
01192 - Order Clerk II	13.84
01261 - Personnel Assistant	15.54
(Employment) I	
01262 - Personnel Assistant	17.39
(Employment) II	
01263 - Personnel Assistant	19.38
(Employment) III	
01270 - Production Control Clerk	25.07
01290 - Rental Clerk	12.87
01300 - Scheduler Maintenance	15.54
01311 - Secretary I	15.54
01312 - Secretary II	17.39
01313 - Secretary III	19.38
01320 - Service Order Dispatcher	16.75
01410 - Supply Technician	24.03
01420 - Survey Worker	14.73
01460 - Switchboard	14.15
Operator/Receptionist	
01531 - Travel Clerk I	15.14
01532 - Travel Clerk II	16.22
01533 - Travel Clerk III	17.29
01611 - Word Processor I	13.84
01612 - Word Processor II	15.54
01613 - Word Processor III	17.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.52
Fiberglass	
05010 - Automotive Electrician	19.20
05040 - Automotive Glass Installer	17.88
05070 - Automotive Worker	17.88
05110 - Mobile Equipment Servicer	15.48
05130 - Motor Equipment Metal	20.50
Mechanic	
05160 - Motor Equipment Metal Worker	17.88
05190 - Motor Vehicle Mechanic	20.50
05220 - Motor Vehicle Mechanic	14.24
Helper	

05250 - Motor Vehicle Upholstery	16.68
Worker	
05280 - Motor Vehicle Wrecker	17.88
05310 - Painter Automotive	19.20
05340 - Radiator Repair Specialist	17.88
05370 - Tire Repairer	15.54
05400 - Transmission Repair	20.50
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.96
07041 - Cook I	13.57
07042 - Cook II	15.67
07070 - Dishwasher	10.88
07130 - Food Service Worker	11.68
07210 - Meat Cutter	16.93
07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.26
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	21.26
09090 - Furniture Refinisher Helper	16.82
09110 - Furniture Repairer Minor	19.18
09130 - Upholsterer	21.26
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.95
11060 - Elevator Operator	13.83
11090 - Gardener	21.17
11122 - Housekeeping Aide	12.83
11150 - Janitor	12.83
11210 - Laborer Grounds Maintenance	16.08
11240 - Maid or Houseman	11.64
11260 - Pruner	14.22
11270 - Tractor Operator	19.48
11330 - Trail Maintenance Worker	16.08
11360 - Window Cleaner	14.51
12000 - Health Occupations	
12010 - Ambulance Driver	15.73
12011 - Breath Alcohol Technician	17.97
12012 - Certified Occupational	24.66
Therapist Assistant	
12015 - Certified Physical Therapist	23.99
3 and a bank	
Assistant	
12020 - Dental Assistant	16.94
12020 - Dental Assistant 12025 - Dental Hygienist	41.85
12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	41.85 32.45
12020 - Dental Assistant 12025 - Dental Hygienist	41.85

12040 - Emergency Medical Technician	15.73
12071 - Licensed Practical Nurse I	16.07
12072 - Licensed Practical Nurse II	17.97
12073 - Licensed Practical Nurse III	20.03
12100 - Medical Assistant	17.32
12130 - Medical Laboratory	31.64
Technician	
12160 - Medical Record Clerk	16.40
12190 - Medical Record Technician	18.34
12195 - Medical Transcriptionist	16.91
12210 - Nuclear Medicine	39.49
Technologist	
12221 - Nursing Assistant I	11.94
12222 - Nursing Assistant II	13.42
12223 - Nursing Assistant III	14.64
12224 - Nursing Assistant IV	16.44
12235 - Optical Dispenser	18.18
12236 - Optical Technician	16.07
12250 - Pharmacy Technician	18.02
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	28.96
12311 - Registered Nurse I	22.44
12312 - Registered Nurse II	27.45
12313 - Registered Nurse II	27.45
Specialist	
12314 - Registered Nurse III	33.22
12315 - Registered Nurse III	33.22
Anesthetist	
12316 - Registered Nurse IV	39.81
12317 - Scheduler (Drug and Alcohol	22.26
Testing)	
12320 - Substance Abuse Treatment	21.66
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.06
13012 - Exhibits Specialist II	26.09
13013 - Exhibits Specialist III	31.91
13041 - Illustrator I	21.06
13042 - Illustrator II	26.09
13043 - Illustrator III	31.91
13047 - Librarian	28.89
13050 - Library Aide/Clerk	16.76
13054 - Library Information	26.09
Technology Systems	
Administrator	
13058 - Library Technician	15.52
13061 - Media Specialist I	18.83
13062 - Media Specialist II	21.06
13063 - Media Specialist III	23.47

13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library		21.06
Clerk		
13110 - Video Teleconference		18.83
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.47
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.69
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	22.49
14072 - Computer Programmer II	(see 1)	27.87
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		15.62
Operator		
14160 - Personal Computer Support		21.69
Technician		
14170 - System Support Specialist		29.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.19
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.31
Instructor (Rated)		
15030 - Air Crew Training Devices		41.49
Instructor (Pilot)		
15050 - Computer Based Training		29.19
Specialist / Instructor		
15060 - Educational Technologist		28.21
15070 - Flight Instructor (Pilot)		41.49
15080 - Graphic Artist		19.82
15085 - Maintenance Test Pilot Fixed		40.91
Jet/Prop		
15086 - Maintenance Test Pilot		40.91
Rotary Wing		
15088 - Non-Maintenance Test/Co-		40.91
Pilot		
15090 - Technical Instructor		26.59
15095 - Technical Instructor/Course		32.53
Developer		02.00
15110 - Test Proctor		21.47
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15120 - Tutor	21.47
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	9.92
	9.92
16030 - Counter Attendant	
16040 - Dry Cleaner	11.77
16070 - Finisher Flatwork Machine	9.92
16090 - Presser Hand	9.92
16110 - Presser Machine Drycleaning	9.92
16130 - Presser Machine Shirts	9.92
16160 - Presser Machine Wearing	9.92
Apparel Laundry	10 55
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.36
16250 - Washer Machine	10.39
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.39
Room)	
19040 - Tool And Die Maker	30.21
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.60
21030 - Material Coordinator	25.07
21040 - Material Expediter	25.07
21050 - Material Handling Laborer	14.79
21071 - Order Filler	13.91
21080 - Production Line Worker (Food	18.60
Processing)	
21110 - Shipping Packer	14.76
21130 - Shipping/Receiving Clerk	14.76
21140 - Store Worker I	12.89
21150 - Stock Clerk	18.33
21210 - Tools And Parts Attendant	18.60
21410 - Warehouse Specialist	18.60
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.29
23019 - Aircraft Logs and Records	21.75
Technician	
23021 - Aircraft Mechanic I	26.73
23022 - Aircraft Mechanic II	28.29
23023 - Aircraft Mechanic III	29.93
23040 - Aircraft Mechanic Helper	18.97
23050 - Aircraft Painter	25.03
23060 - Aircraft Servicer	21.75
23070 - Aircraft Survival Flight	25.03
Equipment Technician	
23080 - Aircraft Worker	23.31

	00.01
23091 - Aircrew Life Support	23.31
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.73
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.39
23120 - Bicycle Repairer	19.67
23125 - Cable Splicer	45.88
23130 - Carpenter Maintenance	20.94
23140 - Carpet Layer	23.17
23160 - Electrician Maintenance	28.77
23181 - Electronics Technician	27.25
Maintenance I	
23182 - Electronics Technician	29.26
Maintenance II	
23183 - Electronics Technician	31.25
Maintenance III	
23260 - Fabric Worker	21.20
23290 - Fire Alarm System Mechanic	26.05
23310 - Fire Extinguisher Repairer	19.67
23311 - Fuel Distribution System	26.05
Mechanic	
23312 - Fuel Distribution System	19.67
Operator	
23370 - General Maintenance Worker	17.89
23380 - Ground Support Equipment	26.73
Mechanic	
23381 - Ground Support Equipment	21.75
Servicer	
23382 - Ground Support Equipment	23.31
Worker	
23391 - Gunsmith I	19.67
23392 - Gunsmith II	22.71
23393 - Gunsmith III	26.05
23410 - Heating Ventilation And Air-	21.48
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.74
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.46
23440 - Heavy Equipment Operator	23.33
23460 - Instrument Mechanic	26.05
23465 - Laboratory/Shelter Mechanic	24.39
23470 - Laborer	14.79
23510 - Locksmith	24.39
23530 - Machinery Maintenance	27.91
Mechanic	_ , • J ±
23550 - Machinist Maintenance	19.28
	17.20

23580 - Maintenance Trades Helper	16.82
23591 - Metrology Technician I	26.05
23592 - Metrology Technician II	27.57
23593 - Metrology Technician III	29.16
23640 - Millwright	26.05
23710 - Office Appliance Repairer	23.55
23760 - Painter Maintenance	19.96
23790 - Pipefitter Maintenance	28.81
23810 - Plumber Maintenance	25.16
23820 - Pneudraulic Systems Mechanic	26.05
23850 - Rigger	26.05
23870 - Scale Mechanic	22.71
23890 - Sheet-Metal Worker	26.05
Maintenance	
23910 - Small Engine Mechanic	22.71
23931 - Telecommunications Mechanic	29.41
I	
23932 - Telecommunications Mechanic	31.14
II	
23950 - Telephone Lineman	24.12
23960 - Welder Combination	23.56
Maintenance	
23965 - Well Driller	26.05
23970 - Woodcraft Worker	26.05
23980 - Woodworker	19.67
24000 - Personal Needs Occupations	
24550 - Case Manager	15.35
24570 - Child Care Attendant	11.17
24580 - Child Care Center Clerk	13.94
24610 - Chore Aide	13.11
24620 - Family Readiness And Support	15.35
Services	
Coordinator	
24630 - Homemaker	15.35
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.05
25040 - Sewage Plant Operator	21.45
25070 - Stationary Engineer	26.05
25190 - Ventilation Equipment Tender	18.09
25210 - Water Treatment Plant	21.45
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.01
27007 - Baggage Inspector	14.63
27008 - Corrections Officer	18.82
27010 - Court Security Officer	22.23
27030 - Detection Dog Handler	16.36
27040 - Detention Officer	18.82
27070 - Firefighter	24.83

	14.63
	16.36
	23.76
	26.41
28000 - Recreation Occupations	
	17.33
	18.84
	12.65
	17.66
	13.74
	19.75
·	14.41
Facility Attendant	
-	22.50
•	15.72
28690 - Swimming Pool Operator	21.76
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	22.71
29020 - Hatch Tender	22.71
29030 - Line Handler	22.71
29041 - Stevedore I	21.20
29042 - Stevedore II	24.39
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)	
	30.59
Specialist Terminal (HFO) (see 2)	
	18.32
	20.51
-	25.40
	25.40
	24.37
	28.13
	31.07
· •	18.32
	20.51
	22.86
· <b>1</b>	28.13
5 5	15.66
	17.58
5 5	19.68
	24.37
5 5	29.81
	36.06
	24.37
	25.40
-	21.92

30221 - Latent Fingerprint	28.13
Technician I	
30222 - Latent Fingerprint	31.07
Technician II	
30240 - Mathematical Technician	25.40
30361 - Paralegal/Legal Assistant I	19.11
30362 - Paralegal/Legal Assistant II	23.67
30363 - Paralegal/Legal Assistant	28.96
III	
30364 - Paralegal/Legal Assistant IV	35.05
30375 - Petroleum Supply Specialist	31.07
30390 - Photo-Optics Technician	22.70
30395 - Radiation Control Technician	31.07
30461 - Technical Writer I	24.37
30462 - Technical Writer II	29.81
30463 - Technical Writer III	36.06
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	28.13
30502 - Weather Forecaster II	34.22
30620 - Weather Observer Combined (see 2)	22.86
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.40
31000 - Transportation/Mobile	
Equipment Operation Occupations	
Equipment Operation Occupations 31010 - Airplane Pilot	30.98
31010 - Airplane Pilot	
31010 - Airplane Pilot 31020 - Bus Aide	13.30
31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	13.30 18.92
31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	13.30 18.92 14.46
31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	13.30 18.92 14.46 11.97
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver</pre>	13.30 18.92 14.46 11.97 17.29
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver</pre>	13.30 18.92 14.46 11.97 17.29 14.04
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light</pre>	13.30 18.92 14.46 11.97 17.29 14.04 15.72
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium</pre>	13.30 18.92 14.46 11.97 17.29 14.04 15.72 18.56
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>	13.30 18.92 14.46 11.97 17.29 14.04 15.72 18.56 22.08
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>	13.30 18.92 14.46 11.97 17.29 14.04 15.72 18.56
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>	13.30 18.92 14.46 11.97 17.29 14.04 15.72 18.56 22.08 22.08
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	13.30 18.92 14.46 11.97 17.29 14.04 15.72 18.56 22.08 22.08 22.08
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>	13.30 18.92 14.46 11.97 17.29 14.04 15.72 18.56 22.08 22.08 22.08
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	13.30 18.92 14.46 11.97 17.29 14.04 15.72 18.56 22.08 22.08 22.08

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.30
I	
99252 - Laboratory Animal Caretaker	17.72
II	
99260 - Marketing Analyst	27.98
99310 - Mortician	25.60
99410 - Pest Controller	18.50
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	24.24
99711 - Recycling Specialist	29.36
99730 - Refuse Collector	21.43
99810 - Sales Clerk	12.54
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	24.67
99831 - Surveying Aide	15.32
99832 - Surveying Technician	20.83
99840 - Vending Machine Attendant	13.91
99841 - Vending Machine Repairer	17.46
99842 - Vending Machine Repairer	13.91
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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	C   WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5403
Daniel W. Simms Division of	Revision No.: 15
Director Wage Determination	ns  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: Wyoming

Area: Wyoming County of Natrona

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.43
01013 - Accounting Clerk III		19.51
01020 - Administrative Assistant		22.28
01035 - Court Reporter		18.63
01041 - Customer Service		13.69
Representative I		
01042 - Customer Service		15.39
Representative II		

01043 - Customer Service Representative III		16.79
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.83
01060 - Dispatcher Motor Vehicle		23.10
01070 - Document Preparation Clerk		14.83
01090 - Duplicating Machine Operator		14.83
01111 - General Clerk I		15.48
01112 - General Clerk II		16.89
01113 - General Clerk III		18.97
01120 - Housing Referral Assistant		20.77
01141 - Messenger Courier		12.09
01191 - Order Clerk I		13.60
01192 - Order Clerk II		14.83
01261 - Personnel Assistant		16.65
(Employment) I		10.05
01262 - Personnel Assistant		18.63
		10.03
(Employment) II 01263 - Personnel Assistant		20.77
		20.77
(Employment) III		24 CE
01270 - Production Control Clerk		24.65
01290 - Rental Clerk		14.77
01300 - Scheduler Maintenance		16.65
01311 - Secretary I		16.65
01312 - Secretary II		18.63
01313 - Secretary III		20.77
01320 - Service Order Dispatcher		20.72
01410 - Supply Technician		22.28
01420 - Survey Worker		17.76
01460 - Switchboard		15.14
Operator/Receptionist		10 05
01531 - Travel Clerk I		12.95
01532 - Travel Clerk II		13.64
01533 - Travel Clerk III		14.24
01611 - Word Processor I		14.83
01612 - Word Processor II		16.65
01613 - Word Processor III		18.63
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		24.79
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		21.37
		01 00
05070 - Automotive Worker		21.37
05110 - Mobile Equipment Servicer		18.46
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic		18.46 24.16
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker		18.46 24.16 21.37
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic		18.46 24.16
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker		18.46 24.16 21.37

05250 - Motor Vehicle Upholstery	19.91
Worker	01 07
05280 - Motor Vehicle Wrecker	21.37
05310 - Painter Automotive	22.73
05340 - Radiator Repair Specialist	21.37
05370 - Tire Repairer	15.09
05400 - Transmission Repair	24.16
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.39
07041 - Cook I	14.86
07042 - Cook II	17.21
07070 - Dishwasher	11.11
07130 - Food Service Worker	11.99
07210 - Meat Cutter	15.37
07260 - Waiter/Waitress	10.45
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.38
09040 - Furniture Handler	16.04
09080 - Furniture Refinisher	25.38
09090 - Furniture Refinisher Helper	19.42
09110 - Furniture Repairer Minor	22.79
09130 - Upholsterer	25.38
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.50
11060 - Elevator Operator	13.79
11090 - Gardener	19.12
11122 - Housekeeping Aide	13.79
11150 - Janitor	13.79
11210 - Laborer Grounds Maintenance	16.69
11240 - Maid or Houseman	11.27
11260 - Pruner	14.95
11270 - Tractor Operator	19.50
11330 - Trail Maintenance Worker	16.69
11360 - Window Cleaner	15.40
12000 - Health Occupations	
12010 - Ambulance Driver	20.92
12011 - Breath Alcohol Technician	20.92
12012 - Certified Occupational	27.40
Therapist Assistant	
12015 - Certified Physical Therapist	28.66
Assistant	
12020 - Dental Assistant	21.31
12025 - Dental Hygienist	35.19
12030 - EKG Technician	31.69
12035 - Electroneurodiagnostic	31.69
Technologist	

12040 - Emergency Medical Technician	20.92
12071 - Licensed Practical Nurse I	18.69
12072 - Licensed Practical Nurse II	20.92
12073 - Licensed Practical Nurse III	23.31
12100 - Medical Assistant	17.74
12130 - Medical Laboratory	20.45
Technician	
12160 - Medical Record Clerk	19.36
12190 - Medical Record Technician	21.65
12195 - Medical Transcriptionist	18.69
12210 - Nuclear Medicine	45.95
Technologist	
12221 - Nursing Assistant I	11.87
12222 - Nursing Assistant II	13.35
12223 - Nursing Assistant III	14.56
12224 - Nursing Assistant IV	16.34
12235 - Optical Dispenser	16.89
12236 - Optical Technician	18.69
12250 - Pharmacy Technician	17.82
12280 - Phlebotomist	16.18
12305 - Radiologic Technologist	29.69
12311 - Registered Nurse I	24.80
12312 - Registered Nurse II	30.34
12313 - Registered Nurse II	30.34
Specialist	
12314 - Registered Nurse III	36.71
12315 - Registered Nurse III	36.71
Anesthetist	
12316 - Registered Nurse IV	44.00
12317 - Scheduler (Drug and Alcohol	25.91
Testing)	
12320 - Substance Abuse Treatment	27.27
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.16
13012 - Exhibits Specialist II	20.03
13013 - Exhibits Specialist III	24.50
13041 - Illustrator I	15.78
13042 - Illustrator II	19.11
13043 - Illustrator III	25.27
13047 - Librarian	22.17
13050 - Library Aide/Clerk	11.54
13054 - Library Information	20.03
Technology Systems	
Administrator	
13058 - Library Technician	16.49
13061 - Media Specialist I	14.18
13062 - Media Specialist II	15.86
13063 - Media Specialist III	17.69

13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library		16.73
Clerk		
13110 - Video Teleconference		17.07
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.45
14042 - Computer Operator II		19.51
14043 - Computer Operator III		21.77
14044 - Computer Operator IV		24.19
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	20.17
	(see 1)	25.00
14072 - Computer Programmer II	. ,	23.00
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		17.45
Operator		
14160 - Personal Computer Support		24.43
Technician		
14170 - System Support Specialist		28.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		28.94
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		33.42
Instructor (Rated)		
15030 - Air Crew Training Devices		38.54
Instructor (Pilot)		
15050 - Computer Based Training		28.94
Specialist / Instructor		
15060 - Educational Technologist		35.52
15070 - Flight Instructor (Pilot)		38.54
15080 - Graphic Artist		20.10
		38.54
15085 - Maintenance Test Pilot Fixed		
15085 - Maintenance Test Pilot Fixed Jet/Prop		
Jet/Prop		38.54
Jet/Prop 15086 - Maintenance Test Pilot		38.54
Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing		
Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co-		38.54 38.54
Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot		38.54
Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor		38.54 27.68
Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course		38.54
Jet/Prop 15086 - Maintenance Test Pilot Rotary Wing 15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor		38.54 27.68

15120 - Tutor	22.34
16000 - Laundry Dry-Cleaning Pressing	22.34
And Related Occupations	
16010 - Assembler	9.69
16030 - Counter Attendant	9.69
16040 - Dry Cleaner	11.98
16070 - Finisher Flatwork Machine	9.69
16090 - Presser Hand	9.69
16110 - Presser Machine Drycleaning	9.69
16130 - Presser Machine Shirts	9.69
16160 - Presser Machine Wearing	9.69
Apparel Laundry	
16190 - Sewing Machine Operator	12.78
16220 - Tailor	13.47
16250 - Washer Machine	10.53
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.14
Room)	
19040 - Tool And Die Maker	32.85
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.76
21030 - Material Coordinator	24.65
21040 - Material Expediter	24.65
21050 - Material Handling Laborer	16.54
21071 - Order Filler	13.49
21080 - Production Line Worker (Food	19.76
Processing)	
21110 - Shipping Packer	18.59
21130 - Shipping/Receiving Clerk	18.59
21140 - Store Worker I	12.28
21150 - Stock Clerk	17.07
21210 - Tools And Parts Attendant	19.76
21410 - Warehouse Specialist	19.76
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.52
23019 - Aircraft Logs and Records	22.79
Technician	
23021 - Aircraft Mechanic I	27.79
23022 - Aircraft Mechanic II	29.52
23023 - Aircraft Mechanic III	31.24
23040 - Aircraft Mechanic Helper	19.42
23050 - Aircraft Painter	26.14
23060 - Aircraft Servicer	22.79
23070 - Aircraft Survival Flight	26.14
Equipment Technician	
23080 - Aircraft Worker	24.46

22001 Dimension Life Summent	
23091 - Aircrew Life Support	24.46
Equipment (ALSE) Mechanic	
I O2000 Dimensional Life Comment	07 70
23092 - Aircrew Life Support	27.79
Equipment (ALSE) Mechanic	
II	06.14
23110 - Appliance Mechanic	26.14
23120 - Bicycle Repairer	21.12
23125 - Cable Splicer	39.39
23130 - Carpenter Maintenance	24.09
23140 - Carpet Layer	24.46
23160 - Electrician Maintenance	28.67
23181 - Electronics Technician	32.05
Maintenance I	
23182 - Electronics Technician	34.25
Maintenance II	
23183 - Electronics Technician	36.42
Maintenance III	
23260 - Fabric Worker	22.79
23290 - Fire Alarm System Mechanic	27.22
23310 - Fire Extinguisher Repairer	21.12
23311 - Fuel Distribution System	29.94
Mechanic	
23312 - Fuel Distribution System	22.76
Operator	
23370 - General Maintenance Worker	18.95
23380 - Ground Support Equipment	27.79
Mechanic	
23381 - Ground Support Equipment	22.79
Servicer	
23382 - Ground Support Equipment	24.46
Worker	
23391 - Gunsmith I	21.12
23392 - Gunsmith II	24.46
23393 - Gunsmith III	27.79
23410 - Heating Ventilation And Air-	26.72
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.38
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	32.02
23440 - Heavy Equipment Operator	22.90
23460 - Instrument Mechanic	27.79
23465 - Laboratory/Shelter Mechanic	26.14
23470 - Laborer	16.54
23510 - Locksmith	26.14
23530 - Machinery Maintenance	28.33
Mechanic	20.00
23550 - Machinist Maintenance	27.05
25550 - Machinist Mathicellance	21.00

23580 - Maintenance Trades Helper	19.79
23591 - Metrology Technician I	27.79
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	31.47
23640 - Millwright	27.79
23710 - Office Appliance Repairer	22.81
23760 - Painter Maintenance	22.45
23790 - Pipefitter Maintenance	28.19
23810 - Plumber Maintenance	26.52
23820 - Pneudraulic Systems Mechanic	27.79
23850 - Rigger	27.79
23870 - Scale Mechanic	24.46
23890 - Sheet-Metal Worker	27.79
Maintenance	
23910 - Small Engine Mechanic	24.46
23931 - Telecommunications Mechanic	27.66
I	
23932 - Telecommunications Mechanic	29.38
II	
23950 - Telephone Lineman	27.79
23960 - Welder Combination	25.86
Maintenance	
23965 - Well Driller	27.79
23970 - Woodcraft Worker	27.79
23980 - Woodworker	21.12
24000 - Personal Needs Occupations	
24550 - Case Manager	15.12
24570 - Child Care Attendant	11.19
24580 - Child Care Center Clerk	13.95
24610 - Chore Aide	13.81
24620 - Family Readiness And Support	15.12
Services	
Coordinator	
24630 - Homemaker	15.12
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	26.14
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant	26.14
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.16
27007 - Baggage Inspector	18.91
27008 - Corrections Officer	18.96
27010 - Court Security Officer	22.37
27030 - Detection Dog Handler	21.16
27040 - Detention Officer	18.96
27070 - Firefighter	22.79

27101 - Guard I			18.91
27102 - Guard II			21.16
27131 - Police Officer I			24.70
27132 - Police Officer II			27.45
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.90
28042 - Carnival Equipment Repairer			15.12
28043 - Carnival Worker			10.28
28210 - Gate Attendant/Gate Tender			15.35
28310 - Lifeguard			13.66
28350 - Park Attendant (Aide)			17.16
28510 - Recreation Aide/Health			12.52
Facility Attendant			
28515 - Recreation Specialist			20.68
28630 - Sports Official			13.66
28690 - Swimming Pool Operator			18.74
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			27.59
29020 - Hatch Tender			27.59
29030 - Line Handler			27.59
29041 - Stevedore I			25.71
29042 - Stevedore II			29.49
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	,	,	
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	,	,	
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			4 0 5 4
JUNCI ALCHEOTOGICAL IECHHILCIAN I			18.51
-			18.51
30022 - Archeological Technician II			20.70
30022 - Archeological Technician II 30023 - Archeological Technician III			20.70 25.64
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician			20.70 25.64 25.64
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician			20.70 25.64 25.64 24.77
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I			20.70 25.64 25.64 24.77 28.40
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II			20.70 25.64 25.64 24.77 28.40 31.37
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I			20.70 25.64 25.64 24.77 28.40 31.37 18.51
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II			20.70 25.64 25.64 24.77 28.40 31.37 18.51 20.70
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			20.70 25.64 24.77 28.40 31.37 18.51 20.70 23.07
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			20.70 25.64 24.77 28.40 31.37 18.51 20.70 23.07 28.40
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			20.70 25.64 24.77 28.40 31.37 18.51 20.70 23.07 28.40 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 I 30082 - Engineering Technician II			20.70 25.64 25.64 24.77 28.40 31.37 18.51 20.70 23.07 28.40 16.48 18.51
<pre>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</pre>			20.70 25.64 24.77 28.40 31.37 18.51 20.70 23.07 28.40 16.48 18.51 20.70
30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III			20.70 25.64 24.77 28.40 31.37 18.51 20.70 23.07 28.40 16.48 18.51 20.70 25.64
<pre>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 IV 30084 - Engineering Technician IV 30085 - Engineering Technician V</pre>			20.70 25.64 24.77 28.40 31.37 18.51 20.70 23.07 28.40 16.48 18.51 20.70 25.64 31.37
<pre>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</pre>			20.70 25.64 24.77 28.40 31.37 18.51 20.70 23.07 28.40 16.48 18.51 20.70 25.64 31.37 37.96
<pre>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 V 30090 - Environmental Technician</pre>			20.70 25.64 24.77 28.40 31.37 18.51 20.70 23.07 28.40 16.48 18.51 20.70 25.64 31.37 37.96 25.54
<pre>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</pre>			20.70 25.64 24.77 28.40 31.37 18.51 20.70 23.07 28.40 16.48 18.51 20.70 25.64 31.37 37.96

30221 - Latent Fingerprint	28.40
Technician I	
30222 - Latent Fingerprint	31.37
Technician II	
30240 - Mathematical Technician	25.64
30361 - Paralegal/Legal Assistant I	19.38
30362 - Paralegal/Legal Assistant II	24.00
30363 - Paralegal/Legal Assistant	29.37
III	
30364 - Paralegal/Legal Assistant IV	35.54
30375 - Petroleum Supply Specialist	31.37
30390 - Photo-Optics Technician	25.64
30395 - Radiation Control Technician	31.37
30461 - Technical Writer I	25.64
30462 - Technical Writer II	31.37
30463 - Technical Writer III	37.96
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	20100
30495 - Unexploded (UXO) Sweep	25.60
Personnel	20.00
30501 - Weather Forecaster I	28.40
30502 - Weather Forecaster II	34.55
<b>30620 - Weather Observer Combined</b> (see 2)	23.07
	20.07
Hoper Air Or	
Upper Air Or Surface Programs	
Surface Programs	25 64
Surface Programs30621 - Weather Observer Senior(see 2)	25.64
Surface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	25.64
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations	
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	30.98
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	30.98 14.63
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	30.98 14.63 22.45
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	30.98 14.63 22.45 18.95
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	30.98 14.63 22.45 18.95 14.54
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	30.98 14.63 22.45 18.95 14.54 20.61
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	30.98 14.63 22.45 18.95 14.54 20.61 15.95
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	30.98 14.63 22.45 18.95 14.54 20.61 15.95 20.61
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	30.98 14.63 22.45 18.95 14.54 20.61 15.95 20.61 22.25
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	30.98 14.63 22.45 18.95 14.54 20.61 15.95 20.61 22.25 25.90
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	30.98 14.63 22.45 18.95 14.54 20.61 15.95 20.61 22.25
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	30.98 14.63 22.45 18.95 14.54 20.61 15.95 20.61 22.25 25.90 25.90
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	30.98 14.63 22.45 18.95 14.54 20.61 15.95 20.61 22.25 25.90 25.90 15.10
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	30.98 14.63 22.45 18.95 14.54 20.61 15.95 20.61 22.25 25.90 25.90 15.10 11.80
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	30.98 14.63 22.45 18.95 14.54 20.61 15.95 20.61 22.25 25.90 25.90 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.74
I	
99252 - Laboratory Animal Caretaker	17.11
II	
99260 - Marketing Analyst	26.37
99310 - Mortician	25.64
99410 - Pest Controller	21.99
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.53
99711 - Recycling Specialist	24.84
99730 - Refuse Collector	18.43
99810 - Sales Clerk	12.74
99820 - School Crossing Guard	15.17
99830 - Survey Party Chief	19.67
99831 - Surveying Aide	14.38
99832 - Surveying Technician	17.85
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	23.32
99842 - Vending Machine Repairer	18.74
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre>          Wage Determination No.: 2015-5405   Revision No.: 15   Date Of Last Revision: 12/27/2021                                      </pre>

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: Wyoming

Area: Wyoming County of Laramie

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.87
01012 - Accounting Clerk II		16.71
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		21.23
01035 - Court Reporter		17.88
01041 - Customer Service		12.48
Representative I		
01042 - Customer Service		15.21
Representative II		

01043 - Customer Service Representative III		16.60
01051 - Data Entry Operator I		13.04
01052 - Data Entry Operator II		14.24
01060 - Dispatcher Motor Vehicle		18.19
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		14.54
01112 - General Clerk II		15.86
01113 - General Clerk III		17.82
01120 - Housing Referral Assistant		19.93
01141 - Messenger Courier		11.61
01191 - Order Clerk I		13.04
01192 - Order Clerk II		14.24
01261 - Personnel Assistant		18.12
(Employment) I		
01262 - Personnel Assistant		20.27
(Employment) II		2002/
01263 - Personnel Assistant		22.61
(Employment) III		
01270 - Production Control Clerk		26.41
01290 - Rental Clerk		14.75
01300 - Scheduler Maintenance		15.99
01311 - Secretary I		15.99
01312 - Secretary II		17.88
01313 - Secretary III		19.93
01320 - Service Order Dispatcher		17.94
01320 - Service Order Dispatcher 01410 - Supply Technician		17.94 21.23
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		17.94 21.23 17.88
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		17.94 21.23
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		17.94 21.23 17.88 14.58
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		17.94 21.23 17.88 14.58 12.95
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		17.94 21.23 17.88 14.58
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		17.94 21.23 17.88 14.58 12.95 13.64 14.24
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24 15.99
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24 15.99
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 01613 - Word Processor III		17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24 15.99 17.88
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III	Electrician	17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24 15.99 17.88 23.43
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24 15.99 17.88 23.43
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24 15.99 17.88 23.43
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24 15.99 17.88 23.43 22.27 20.84
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24 15.99 17.88 23.43 22.27 20.84 20.84
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24 15.99 17.88 23.43 22.27 20.84 20.84 17.99
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24 15.99 17.88 23.43 22.27 20.84 20.84 17.99
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24 15.99 17.88 23.43 22.27 20.84 20.84 17.99 23.67
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.94 21.23 17.88 14.58 12.95 13.64 14.24 14.24 15.99 17.88 23.43 22.27 20.84 20.84 17.99 23.67

05250 - Motor Vehicle Upholstery Worker	19.41
	00 04
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter Automotive	22.27
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	15.09
05400 - Transmission Repair	23.67
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.86
07041 - Cook I	14.66
07042 - Cook II	16.98
07070 - Dishwasher	11.45
07130 - Food Service Worker	13.38
07210 - Meat Cutter	16.91
07210 - Meat Cutter 07260 - Waiter/Waitress	9.21
	9.21
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	26.34
09040 - Furniture Handler	16.17
09080 - Furniture Refinisher	26.34
09090 - Furniture Refinisher Helper	19.57
09110 - Furniture Repairer Minor	22.97
09130 - Upholsterer	26.34
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.60
11060 - Elevator Operator	13.87
11090 - Gardener	22.10
11122 - Housekeeping Aide	13.87
11150 - Janitor	13.87
11210 - Laborer Grounds Maintenance	16.79
11240 - Maid or Houseman	10.94
11260 - Pruner	15.03
11270 - Tractor Operator	20.33
11330 - Trail Maintenance Worker	16.79
11360 - Window Cleaner	15.49
12000 - Health Occupations	10.10
12010 - Ambulance Driver	18.87
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	20.98
12012 - Certified Occupational	28.79
Therapist Assistant	00 54
12015 - Certified Physical Therapist	28.54
Assistant	1
12020 - Dental Assistant	17.48
12025 - Dental Hygienist	36.18
12030 - EKG Technician	31.80
12035 - Electroneurodiagnostic	31.80

12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	18.77
12072 - Licensed Practical Nurse II	20.98
12073 - Licensed Practical Nurse III	23.39
12100 - Medical Assistant	16.94
12130 - Medical Laboratory	25.81
Technician	
12160 - Medical Record Clerk	19.22
12190 - Medical Record Technician	24.44
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine	46.12
Technologist	
12221 - Nursing Assistant I	11.70
12222 - Nursing Assistant II	13.14
12223 - Nursing Assistant III	14.34
12224 - Nursing Assistant IV	16.11
12235 - Optical Dispenser	16.56
12236 - Optical Technician	18.77
12250 - Pharmacy Technician	19.04
12280 - Phlebotomist	17.47
12305 - Radiologic Technologist	26.72
12311 - Registered Nurse I	24.81
12312 - Registered Nurse II	30.35
12313 - Registered Nurse II	30.35
Specialist	
12314 - Registered Nurse III	36.73
12315 - Registered Nurse III	36.73
Anesthetist	
12316 - Registered Nurse IV	44.02
12317 - Scheduler (Drug and Alcohol	26.00
Testing)	
12320 - Substance Abuse Treatment	26.98
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.78
13012 - Exhibits Specialist II	22.03
13013 - Exhibits Specialist III	26.95
13041 - Illustrator I	17.36
13042 - Illustrator II	21.02
13043 - Illustrator III	27.80
13047 - Librarian	24.39
13050 - Library Aide/Clerk	12.69
13054 - Library Information	22.03
Technology Systems	
Administrator	
13058 - Library Technician	15.57
13061 - Media Specialist I	15.60
13062 - Media Specialist II	17.45
13063 - Media Specialist III	19.46

13071 - Photographer I		16.45
13072 - Photographer II		18.40
13073 - Photographer III		22.79
13074 - Photographer IV		27.89
13075 - Photographer V		33.74
13090 - Technical Order Library		17.66
Clerk		
13110 - Video Teleconference		17.17
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.77
14042 - Computer Operator II		21.00
14043 - Computer Operator III		23.39
14044 - Computer Operator IV		25.99
14045 - Computer Operator V		28.79
14071 - Computer Programmer I	(see 1)	22.19
14072 - Computer Programmer II	(see 1)	27.50
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	(/	18.77
Operator		
14160 - Personal Computer Support		25.99
Technician		20.33
14170 - System Support Specialist		31.18
15000 - Instructional Occupations		01.10
15010 - Aircrew Training Devices		28.83
Instructor (Non-Rated)		20.00
15020 - Aircrew Training Devices		34.88
Instructor (Rated)		51.00
15030 - Air Crew Training Devices		41.80
Instructor (Pilot)		11.00
15050 - Computer Based Training		28.83
Specialist / Instructor		20.05
15060 - Educational Technologist		32.21
15070 - Flight Instructor (Pilot)		41.80
15080 - Graphic Artist		22.11
15085 - Maintenance Test Pilot Fixed		41.80
Jet/Prop		-1.00
15086 - Maintenance Test Pilot		41.80
Rotary Wing		11.00
15088 - Non-Maintenance Test/Co-		41.80
Pilot		JT.00
15090 - Technical Instructor		21.83
15090 - Technical Instructor 15095 - Technical Instructor/Course		21.83
Developer		20./I
15110 - Test Proctor		17.63

15100 mathema	17 (2)
15120 - Tutor	17.63
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	9.69
16030 - Counter Attendant	9.69
16040 - Dry Cleaner	11.98
16070 - Finisher Flatwork Machine	9.69
16090 - Presser Hand	9.69
16110 - Presser Machine Drycleaning	9.69
16130 - Presser Machine Shirts	9.69
16160 - Presser Machine Wearing	9.69
Apparel Laundry	10 70
16190 - Sewing Machine Operator	12.78
16220 - Tailor	13.47
16250 - Washer Machine	10.53
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.34
Room)	
19040 - Tool And Die Maker	33.11
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.95
21030 - Material Coordinator	26.41
21040 - Material Expediter	26.41
21050 - Material Handling Laborer	15.87
21071 - Order Filler	17.29
21080 - Production Line Worker (Food	18.95
Processing)	
21110 - Shipping Packer	17.49
21130 - Shipping/Receiving Clerk	17.49
21140 - Store Worker I	12.28
21150 - Stock Clerk	17.07
21210 - Tools And Parts Attendant	18.95
21410 - Warehouse Specialist	18.95
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	31.70
23019 - Aircraft Logs and Records	24.48
Technician	
23021 - Aircraft Mechanic I	29.84
23022 - Aircraft Mechanic II	31.70
23023 - Aircraft Mechanic III	33.55
23040 - Aircraft Mechanic Helper	20.86
23050 - Aircraft Painter	28.07
23060 - Aircraft Servicer	24.48
23070 - Aircraft Survival Flight	28.07
Equipment Technician	
23080 - Aircraft Worker	26.27

23091 - Aircrew Life Support	26.27
Equipment (ALSE) Mechanic	20.27
-	29.84
23092 - Aircrew Life Support	29.84
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.34
23120 - Bicycle Repairer	21.28
23125 - Cable Splicer	44.30
23130 - Carpenter Maintenance	21.52
23140 - Carpet Layer	24.65
23160 - Electrician Maintenance	27.62
23181 - Electronics Technician	26.49
Maintenance I	
23182 - Electronics Technician	28.31
Maintenance II	
23183 - Electronics Technician	30.10
Maintenance III	00.10
23260 - Fabric Worker	22.97
23290 - Fire Alarm System Mechanic	28.00
23310 - Fire Extinguisher Repairer	20.00
23311 - Fuel Distribution System	28.00
Mechanic	01 00
23312 - Fuel Distribution System	21.28
Operator	
23370 - General Maintenance Worker	20.52
23380 - Ground Support Equipment	29.84
Mechanic	
23381 - Ground Support Equipment	24.48
Servicer	
23382 - Ground Support Equipment	26.27
Worker	
23391 - Gunsmith I	21.28
23392 - Gunsmith II	24.65
23393 - Gunsmith III	28.00
23410 - Heating Ventilation And Air-	25.37
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.94
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.76
23440 - Heavy Equipment Operator	24.37
23460 - Instrument Mechanic	28.00
23465 - Laboratory/Shelter Mechanic	26.34
23470 - Laborer	15.87
23510 - Locksmith	26.34
23530 - Machinery Maintenance	31.27
Mechanic	51.27
23550 - Machinist Maintenance	28.00
25550 - MACHINIST MATHICHIANCE	20.00

23580 - Maintenance Trades Helper	19.57
23591 - Metrology Technician I	28.00
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	31.48
23640 - Millwright	28.00
23710 - Office Appliance Repairer	26.34
23760 - Painter Maintenance	18.55
23790 - Pipefitter Maintenance	25.41
23810 - Plumber Maintenance	23.90
23820 - Pneudraulic Systems Mechanic	28.00
23850 - Rigger	28.00
23870 - Scale Mechanic	24.65
23890 - Sheet-Metal Worker	25.98
Maintenance	04.65
23910 - Small Engine Mechanic	24.65
23931 - Telecommunications Mechanic	30.27
I	20.15
23932 - Telecommunications Mechanic	32.15
II	
23950 - Telephone Lineman	28.00
23960 - Welder Combination	25.27
Maintenance	07 00
23965 - Well Driller	27.80
23970 - Woodcraft Worker	28.00
23980 - Woodworker	21.28
24000 - Personal Needs Occupations	10 55
24550 - Case Manager	18.55
24570 - Child Care Attendant 24580 - Child Care Center Clerk	10.01
24580 - Child Care Center Clerk 24610 - Chore Aide	12.48
24610 - Chore Aide 24620 - Family Readiness And Support	18.55
Services	10.33
Coordinator	
24630 - Homemaker	18.55
25000 - Plant And System Operations	10.00
Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	26.07
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant	26.07
Operator	20.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.08
27007 - Baggage Inspector	17.06
27008 - Corrections Officer	24.03
27010 - Court Security Officer	24.61
27030 - Detection Dog Handler	19.08
27040 - Detention Officer	24.03
27070 - Firefighter	24.98
2,0,0 IIIOIIgnool	21.50

27101 - Guard I			17.06
27102 - Guard II			19.08
27131 - Police Officer I			24.03
27132 - Police Officer II			26.71
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.05
28042 - Carnival Equipment Repairer			14.19
28043 - Carnival Worker			10.26
28210 - Gate Attendant/Gate Tender			15.21
28310 - Lifeguard			13.00
28350 - Park Attendant (Aide)			17.01
28510 - Recreation Aide/Health			12.42
Facility Attendant			
28515 - Recreation Specialist			19.45
28630 - Sports Official			13.55
28690 - Swimming Pool Operator			17.04
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			24.65
29020 - Hatch Tender			24.65
29030 - Line Handler			24.65
29041 - Stevedore I			22.97
29042 - Stevedore II			26.34
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	-	·	
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.65
30022 - Archeological Technician II			19.75
30023 - Archeological Technician III			24.46
30030 - Cartographic Technician			24.46
30040 - Civil Engineering Technician			22.50
30051 - Cryogenic Technician I			27.09
30052 - Cryogenic Technician II			29.92
30061 - Drafter/CAD Operator I			17.65
30062 - Drafter/CAD Operator II			19.75
30063 - Drafter/CAD Operator III			22.00
			22.00
=			
30064 - Drafter/CAD Operator IV			27.09
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			27.09 15.37
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			27.09 15.37 17.27
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III			27.09 15.37 17.27 19.31
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV			27.09 15.37 17.27 19.31 23.92
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			27.09 15.37 17.27 19.31 23.92 29.26
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			27.09 15.37 17.27 19.31 23.92 29.26 35.41
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			27.09 15.37 17.27 19.31 23.92 29.26 35.41 24.46
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			27.09 15.37 17.27 19.31 23.92 29.26 35.41

30221 - Latent Fingerprint			27.09
Technician I			
30222 - Latent Fingerprint			29.92
Technician II			
30240 - Mathematical Technician			24.46
30361 - Paralegal/Legal Assistant I			19.76
30362 - Paralegal/Legal Assistant II			24.48
30363 - Paralegal/Legal Assistant			29.95
III			
30364 - Paralegal/Legal Assistant IV			36.24
30375 - Petroleum Supply Specialist			29.92
30390 - Photo-Optics Technician			24.46
30395 - Radiation Control Technician			29.92
30461 - Technical Writer I			24.46
30462 - Technical Writer II			29.92
30463 - Technical Writer III			36.19
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			27.09
30502 - Weather Forecaster II			32.94
30620 - Weather Observer Combined	(see	2)	22.00
Upper Air Or	<b>、</b>	,	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	24.46
31000 - Transportation/Mobile	(000	2,	21.10
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.63
31030 - Bus Driver			
			23.14
31043 - Driver Courier			15.71
31260 - Parking and Lot Attendant			15.37
31290 - Shuttle Bus Driver			17.07
31310 - Taxi Driver			13.18
31361 - Truckdriver Light			17.08
31362 - Truckdriver Medium			18.43
31363 - Truckdriver Heavy			26.15
31364 - Truckdriver Tractor-Trailer			26.15
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.38
99050 - Desk Clerk			11.24
99095 - Embalmer			25.64

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.74
I	
99252 - Laboratory Animal Caretaker	17.11
II	
99260 - Marketing Analyst	25.43
99310 - Mortician	25.64
99410 - Pest Controller	21.99
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.08
99711 - Recycling Specialist	24.31
99730 - Refuse Collector	17.98
99810 - Sales Clerk	11.91
99820 - School Crossing Guard	14.44
99830 - Survey Party Chief	19.67
99831 - Surveying Aide	14.38
99832 - Surveying Technician	17.85
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	23.32
99842 - Vending Machine Repairer	18.74
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre>          Wage Determination No.: 2015-5407   Revision No.: 16   Date Of Last Revision: 12/27/2021                                      </pre>

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: Wyoming

Area: Wyoming Counties of Big Horn Fremont Hot Springs Park Washakie

\*\*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		23.57
01035 - Court Reporter		18.64
01041 - Customer Service		14.25
Representative I		
01042 - Customer Service		15.55
Representative II		

01043 - Customer Service Representative III		17.47
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.84
01060 - Dispatcher Motor Vehicle		22.17
01070 - Document Preparation Clerk		14.84
01090 - Duplicating Machine Operator		14.84
01111 - General Clerk I		15.83
01112 - General Clerk II		17.27
01112 - General Clerk II 01113 - General Clerk III		19.40
01120 - Housing Referral Assistant		20.78
01141 - Messenger Courier		12.10
01191 - Order Clerk I		12.10
01192 - Order Clerk I		14.84
01261 - Personnel Assistant		14.04
(Employment) I		10.04
01262 - Personnel Assistant		17.72
(Employment) II		11.12
01263 - Personnel Assistant		19.75
		19.75
(Employment) III 01270 - Production Control Clerk		24.65
01270 - Production Control Clerk 01290 - Rental Clerk		24.65
		16.66
01300 - Scheduler Maintenance		16.66
01311 - Secretary I 01312 - Secretary I		
01312 - Secretary II		18.64
01313 - Secretary III		20.78
01320 - Service Order Dispatcher		19.81
01410 - Supply Technician		23.57
01420 - Survey Worker		15.82
01460 - Switchboard		14.33
Operator/Receptionist		1 - 0 - 0
01531 - Travel Clerk I		15.96
01532 - Travel Clerk II		16.85
01533 - Travel Clerk III		17.58
01611 - Word Processor I		14.84
01612 - Word Processor II		16.66
01613 - Word Processor III		18.64
05000 - Automotive Service Occupations		00.05
05005 - Automobile Body Repairer		23.85
Fiberglass		04 50
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		20.33
05070 - Automotive Worker		20.33
05110 - Mobile Equipment Servicer		17.58
05130 - Motor Equipment Metal		23.21
Mechanic		0.0.00
05160 - Motor Equipment Metal Worker		20.33
05190 - Motor Vehicle Mechanic		23.21
(15220 - Motor Wahiels Masharia		1 6 : =
05220 - Motor Vehicle Mechanic Helper		16.17

46

05250 - Motor Vehicle Upholstery	18.96
Worker	0.0
05280 - Motor Vehicle Wrecker	20.33
05310 - Painter Automotive	21.78
05340 - Radiator Repair Specialist	20.33
05370 - Tire Repairer	15.24
05400 - Transmission Repair	23.21
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.91
07041 - Cook I	15.14
07042 - Cook II	17.51
07070 - Dishwasher	12.32
07130 - Food Service Worker	13.49
07210 - Meat Cutter	18.13
07260 - Waiter/Waitress	9.73
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.61
09040 - Furniture Handler	15.70
09080 - Furniture Refinisher	25.61
09090 - Furniture Refinisher Helper	19.01
09110 - Furniture Repairer Minor	22.29
09130 - Upholsterer	25.61
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.12
11060 - Elevator Operator	14.88
11090 - Gardener	21.14
11122 - Housekeeping Aide	14.88
11150 - Janitor	14.88
11210 - Laborer Grounds Maintenance	16.06
11240 - Maid or Houseman	14.10
11260 - Pruner	14.28
11270 - Tractor Operator	19.44
11330 - Trail Maintenance Worker	16.06
11360 - Window Cleaner	16.73
12000 - Health Occupations	20000
12010 - Ambulance Driver	16.24
12011 - Breath Alcohol Technician	21.35
12012 - Certified Occupational	29.30
Therapist Assistant	23.00
12015 - Certified Physical Therapist	27.44
Assistant	/ • I I
12020 - Dental Assistant	17.52
12025 - Dental Hygienist	35.44
12023 - EKG Technician	32.36
12030 - Electroneurodiagnostic	52.50
	32 36
Technologist	32.36

12040 - Emergency Medical Technician	16.24
12071 - Licensed Practical Nurse I	19.10
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	23.80
12100 - Medical Assistant	15.93
12130 - Medical Laboratory	26.63
Technician	
12160 - Medical Record Clerk	19.25
12190 - Medical Record Technician	21.52
12195 - Medical Transcriptionist	19.10
12210 - Nuclear Medicine	46.93
Technologist	11 50
12221 - Nursing Assistant I	11.78
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.21
12235 - Optical Dispenser	16.89
12236 - Optical Technician	19.10
12250 - Pharmacy Technician	18.93
12280 - Phlebotomist	19.10
12305 - Radiologic Technologist	28.95
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II	27.91
Specialist	
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III	33.76
Anesthetist	
12316 - Registered Nurse IV	40.47
12317 - Scheduler (Drug and Alcohol	26.45
Testing)	
12320 - Substance Abuse Treatment	26.00
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.71
13012 - Exhibits Specialist II	21.94
13013 - Exhibits Specialist III	26.84
13041 - Illustrator I	17.71
13042 - Illustrator II	21.94
13043 - Illustrator III	26.84
13047 - Librarian	24.30
13050 - Library Aide/Clerk	13.96
13054 - Library Information	21.94
Technology Systems	
Administrator	
13058 - Library Technician	14.51
13061 - Media Specialist I	15.83
13062 - Media Specialist II	17.71
13063 - Media Specialist III	19.75

13071 - Photographer I		15.83
13072 - Photographer II		17.71
13073 - Photographer III		21.94
13074 - Photographer IV		26.84
13075 - Photographer V		32.47
13090 - Technical Order Library		17.40
Clerk		
13110 - Video Teleconference		17.07
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.45
14042 - Computer Operator II		19.51
14043 - Computer Operator III		21.77
14044 - Computer Operator IV		24.19
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	24.09
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.31
14102 - Computer Systems Analyst II	(see 1)	20101
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(200 1)	17.45
Operator		1,1,10
14160 - Personal Computer Support		24.19
Technician		
14170 - System Support Specialist		29.09
15000 - Instructional Occupations		23.03
15010 - Aircrew Training Devices		26.31
Instructor (Non-Rated)		20.01
15020 - Aircrew Training Devices		30.38
Instructor (Rated)		00.00
15030 - Air Crew Training Devices		35.22
Instructor (Pilot)		00.22
15050 - Computer Based Training		26.31
Specialist / Instructor		20.01
15060 - Educational Technologist		30.92
15070 - Flight Instructor (Pilot)		35.22
15080 - Graphic Artist		20.92
15085 - Maintenance Test Pilot Fixed		35.22
Jet/Prop		JJ•22
15086 - Maintenance Test Pilot		35.22
Rotary Wing		00.22
15088 - Non-Maintenance Test/Co-		35.22
Pilot		55.22
15090 - Technical Instructor		27.25
15095 - Technical Instructor/Course		33.33
Developer		
15110 - Test Proctor		21.99
IJIIV - IEST FIUGUUI		21.99

15100 mater	21 00
15120 - Tutor	21.99
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	9.69
16030 - Counter Attendant	9.69
	9.69
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	
	9.69 9.69
16090 - Presser Hand	9.69
16110 - Presser Machine Drycleaning 16130 - Presser Machine Shirts	9.69
16160 - Presser Machine Shirts 16160 - Presser Machine Wearing	9.69
Apparel Laundry	9.69
16190 - Sewing Machine Operator	12.78
16220 - Tailor	13.47
16220 - Tallor 16250 - Washer Machine	10.53
	10.55
19000 - Machine Tool Operation And	
Repair Occupations	27 20
19010 - Machine-Tool Operator (Tool	27.30
Room) 19040 - Tool And Die Maker	34.05
	54.05
21000 - Materials Handling And Packing	
Occupations	21.14
21020 - Forklift Operator 21030 - Material Coordinator	21.14
21040 - Material Expediter	28.50
21050 - Material Handling Laborer 21071 - Order Filler	17.34 15.03
21071 - Order Filler 21080 - Production Line Worker (Food	21.14
Processing)	21.14
21110 - Shipping Packer	19.09
21110 - Shipping Facker 21130 - Shipping/Receiving Clerk	19.09
21140 - Store Worker I	12.59
21140 - Store Worker 1 21150 - Stock Clerk	17.70
21210 - Tools And Parts Attendant	21.14
21410 - Warehouse Specialist	21.14
23000 - Mechanics And Maintenance And	21.14
Repair Occupations	
23010 - Aerospace Structural Welder	33.20
23019 - Aircraft Logs and Records	25.58
Technician	20.00
23021 - Aircraft Mechanic I	31.31
23022 - Aircraft Mechanic II	33.20
23023 - Aircraft Mechanic III	35.13
23040 - Aircraft Mechanic Helper	21.81
23050 - Aircraft Painter	29.38
23060 - Aircraft Servicer	25.58
23070 - Aircraft Survival Flight	29.38
Equipment Technician	
23080 - Aircraft Worker	27.42

	07 40
23091 - Aircrew Life Support	27.42
Equipment (ALSE) Mechanic	
I	21 21
23092 - Aircrew Life Support	31.31
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.30
23120 - Bicycle Repairer	22.10
23125 - Cable Splicer	40.51
23130 - Carpenter Maintenance	27.73
23140 - Carpet Layer	25.48
23160 - Electrician Maintenance	28.89
23181 - Electronics Technician	28.03
Maintenance I	
23182 - Electronics Technician	30.03
Maintenance II	
23183 - Electronics Technician	32.00
Maintenance III	
23260 - Fabric Worker	23.76
23290 - Fire Alarm System Mechanic	29.09
23310 - Fire Extinguisher Repairer	22.03
23311 - Fuel Distribution System	37.73
Mechanic	
23312 - Fuel Distribution System	28.58
Operator	
23370 - General Maintenance Worker	19.88
23380 - Ground Support Equipment	31.31
Mechanic	
23381 - Ground Support Equipment	25.58
Servicer	
23382 - Ground Support Equipment	27.42
Worker	
23391 - Gunsmith I	22.03
23392 - Gunsmith II	25.48
23393 - Gunsmith III	29.09
23410 - Heating Ventilation And Air-	19.89
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.09
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.67
23440 - Heavy Equipment Operator	25.48
23460 - Instrument Mechanic	29.09
23465 - Laboratory/Shelter Mechanic	27.30
23470 - Laborer	17.34
23510 - Locksmith	27.30
23530 - Machinery Maintenance	37.24
Mechanic	
23550 - Machinist Maintenance	22.51

23580 - Maintenance Trades Helper	16.12
23591 - Metrology Technician I	29.09
23592 - Metrology Technician II	30.84
23593 - Metrology Technician III	32.63
23640 - Millwright	29.09
23710 - Office Appliance Repairer	27.30
23760 - Painter Maintenance	20.41
23790 - Pipefitter Maintenance	30.07
23810 - Plumber Maintenance	28.22
23820 - Pneudraulic Systems Mechanic	29.09
23850 - Rigger	29.09
23870 - Scale Mechanic	25.48
23890 - Sheet-Metal Worker	22.43
Maintenance	
23910 - Small Engine Mechanic	25.48
23931 - Telecommunications Mechanic	28.76
I	
23932 - Telecommunications Mechanic	30.50
II	
23950 - Telephone Lineman	25.98
23960 - Welder Combination	29.59
Maintenance	
23965 - Well Driller	30.95
23970 - Woodcraft Worker	29.09
23980 - Woodworker	22.03
24000 - Personal Needs Occupations	
24550 - Case Manager	16.53
24570 - Child Care Attendant	13.63
24580 - Child Care Center Clerk	17.01
24610 - Chore Aide	13.66
24620 - Family Readiness And Support	16.53
Services	
Coordinator	1 6 5 9
24630 - Homemaker	16.53
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.09
25040 - Sewage Plant Operator	23.48
25070 - Stationary Engineer	29.09
25190 - Ventilation Equipment Tender	20.26
25210 - Water Treatment Plant	23.48
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.15
27007 - Baggage Inspector	16.14
27008 - Corrections Officer	23.03
27010 - Court Security Officer	24.36
27030 - Detection Dog Handler 27040 - Detention Officer	18.05
4 + 1 + 1 + 1 + 1 + 1 + 1 + 1 + 1 + 1 +	23.03
27070 - Firefighter	25.70

27101 - Guard I			16.14
27102 - Guard II			18.05
27131 - Police Officer I			24.89
27132 - Police Officer II			27.66
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			17.66
28042 - Carnival Equipment Repairer			19.20
28043 - Carnival Worker			12.97
28210 - Gate Attendant/Gate Tender			17.88
28310 - Lifeguard			13.97
28350 - Park Attendant (Aide)			20.00
28510 - Recreation Aide/Health			14.60
Facility Attendant			
28515 - Recreation Specialist			24.78
28630 - Sports Official			15.93
28690 - Swimming Pool Operator			22.20
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.48
29020 - Hatch Tender			25.48
29030 - Line Handler			25.48
29041 - Stevedore I			23.76
29042 - Stevedore II			27.30
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			20.79
30023 - Archeological Technician III			25.75
30030 - Cartographic Technician			25.75
30040 - Civil Engineering Technician			23.21
30051 - Cryogenic Technician I			26.73
30052 - Cryogenic Technician II			29.52
30061 - Drafter/CAD Operator I			18.58
30062 - Drafter/CAD Operator II			20.79
30063 - Drafter/CAD Operator III			23.17
30064 - Drafter/CAD Operator IV			28.52
30081 - Engineering Technician I			15.80
30082 - Engineering Technician II			17.75
30083 - Engineering Technician III			19.84
30084 - Engineering Technician IV			24.58
30085 - Engineering Technician V			30.07
30086 - Engineering Technician VI			36.39
30090 - Environmental Technician			24.12
30095 - Evidence Control Specialist			24.12
30210 - Laboratory Technician			24.05
JULIU HADOLALOLY LECHILLCLAII			27.03

30221 - Latent Fingerprint	26.73
Technician I	
30222 - Latent Fingerprint	29.52
Technician II	
30240 - Mathematical Technician	24.87
30361 - Paralegal/Legal Assistant I	18.81
30362 - Paralegal/Legal Assistant II	23.29
30363 - Paralegal/Legal Assistant	28.49
III	
30364 - Paralegal/Legal Assistant IV	34.47
30375 - Petroleum Supply Specialist	29.52
30390 - Photo-Optics Technician	25.75
30395 - Radiation Control Technician	29.52
30461 - Technical Writer I	25.75
30462 - Technical Writer II	31.50
30463 - Technical Writer III	38.10
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	0,120
30494 - Unexploded (UXO) Safety	25.60
Escort	20.00
30495 - Unexploded (UXO) Sweep	25.60
Personnel	20.00
30501 - Weather Forecaster I	26.73
30502 - Weather Forecaster II	32.52
<b>30620 - Weather Observer Combined</b> (see 2)	
Upper Air Or	20.11
Surface Programs	
<b>30621 - Weather Observer Senior</b> (see 2)	25.75
31000 - Transportation/Mobile	23.13
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.43
31030 - Bus Driver	19.07
31043 - Driver Courier	17.40
31260 - Parking and Lot Attendant	13.94
31290 - Shuttle Bus Driver	18.92
31310 - Taxi Driver	14.50
31361 - Truckdriver Light	18.92
31362 - Truckdriver Medium	20.40
31363 - Truckdriver Heavy	24.49
31364 - Truckdriver Tractor-Trailer	24.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.42
99050 - Desk Clerk 99095 - Embalmer	14.00

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.35
I	
99252 - Laboratory Animal Caretaker	15.60
II	
99260 - Marketing Analyst	24.49
99310 - Mortician	25.64
99410 - Pest Controller	22.75
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.04
99711 - Recycling Specialist	25.48
99730 - Refuse Collector	18.72
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	17.98
99830 - Survey Party Chief	24.86
99831 - Surveying Aide	18.17
99832 - Surveying Technician	22.55
99840 - Vending Machine Attendant	18.35
99841 - Vending Machine Repairer	23.07
99842 - Vending Machine Repairer	18.35
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5409 Revision No.: 16 Date Of Last Revision: 12/27/2021

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

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

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

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

State: Wyoming

Area: Wyoming Counties of Lincoln Sublette Sweetwater Teton Uinta

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.44
01013 - Accounting Clerk III		19.51
01020 - Administrative Assistant		24.48
01035 - Court Reporter		18.64
01041 - Customer Service		14.25
Representative I		
01042 - Customer Service		15.55
Representative II		

01043 - Customer Service		17.47
Representative III 01051 - Data Entry Operator I		13.60
		14.84
01052 - Data Entry Operator II 01060 - Dispatcher Motor Vehicle		23.87
-		14.84
01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator		14.84
01090 - Duplicating Machine Operator 01111 - General Clerk I		
01112 - General Clerk I 01112 - General Clerk II		15.83
01113 - General Clerk III		19.40
01120 - Housing Referral Assistant		20.78
01141 - Messenger Courier 01191 - Order Clerk I		12.10
01192 - Order Clerk II		14.84
01261 - Personnel Assistant		15.84
(Employment) I		1 7 7 0
01262 - Personnel Assistant		17.72
(Employment) II		10 75
01263 - Personnel Assistant		19.75
(Employment) III		
01270 - Production Control Clerk		29.83
01290 - Rental Clerk		15.32
01300 - Scheduler Maintenance		16.66
01311 - Secretary I		16.66
01312 - Secretary II		18.64
01313 - Secretary III		20.78
01320 - Service Order Dispatcher		21.73
01410 - Supply Technician		24.48
01420 - Survey Worker		15.84
01460 - Switchboard		14.33
Operator/Receptionist		
01531 - Travel Clerk I		17.56
01532 - Travel Clerk II		18.54
01533 - Travel Clerk III		19.34
01611 - Word Processor I		14.84
01612 - Word Processor II		16.66
01613 - Word Processor III		18.64
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.32
Fiberglass		
05010 - Automotive	Electrician	21.78
05040 - Automotive Glass Installer		20.33
05070 - Automotive Worker		00 00
		20.33
05110 - Mobile Equipment Servicer		20.33
05110 - Mobile Equipment Servicer		17.58 23.21
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker		17.58
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic		17.58 23.21
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker		17.58 23.21 20.33

60

05250 - Motor Vehicle Upholstery	18.96
Worker	0.0
05280 - Motor Vehicle Wrecker	20.33
05310 - Painter Automotive	21.78
05340 - Radiator Repair Specialist	20.33
05370 - Tire Repairer	15.24
05400 - Transmission Repair	23.21
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.20
07041 - Cook I	15.14
07042 - Cook II	17.51
07070 - Dishwasher	12.73
07130 - Food Service Worker	13.98
07210 - Meat Cutter	18.56
07260 - Waiter/Waitress	9.73
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.61
09040 - Furniture Handler	17.79
09080 - Furniture Refinisher	25.61
09090 - Furniture Refinisher Helper	21.45
09110 - Furniture Repairer Minor	24.30
09130 - Upholsterer	25.61
11000 - General Services And Support	20.01
Occupations	
11030 - Cleaner Vehicles	13.68
11060 - Elevator Operator	14.88
11090 - Gardener	21.14
11122 - Housekeeping Aide	14.88
11122 - Housekeeping Aide 11150 - Janitor	14.88
11210 - Laborer Grounds Maintenance	16.50
11210 - Maid or Houseman	14.10
11240 - Maid or Houseman 11260 - Pruner	14.10
11270 - Tractor Operator 11330 - Trail Maintenance Worker	19.50
11330 - Trail Maintenance worker 11360 - Window Cleaner	16.50
	16.73
12000 - Health Occupations	10 25
12010 - Ambulance Driver	19.35
12011 - Breath Alcohol Technician	21.35
12012 - Certified Occupational	29.30
Therapist Assistant	
12015 - Certified Physical Therapist	27.44
Assistant	1
12020 - Dental Assistant	17.52
12025 - Dental Hygienist	36.98
12030 - EKG Technician	32.36
12035 - Electroneurodiagnostic	32.36
Technologist	

	10 25
12040 - Emergency Medical Technician	19.35
12071 - Licensed Practical Nurse I	19.10
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	23.80
12100 - Medical Assistant	16.07
12130 - Medical Laboratory	25.52
Technician	1005
12160 - Medical Record Clerk	19.25
12190 - Medical Record Technician	21.52
12195 - Medical Transcriptionist	19.10
12210 - Nuclear Medicine	46.93
Technologist	11 70
12221 - Nursing Assistant I	11.78
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.21
12235 - Optical Dispenser	16.89
12236 - Optical Technician	19.10
12250 - Pharmacy Technician	18.93
12280 - Phlebotomist	19.10
12305 - Radiologic Technologist	28.95
12311 - Registered Nurse I	23.45
12312 - Registered Nurse II	28.70
12313 - Registered Nurse II	28.70
Specialist	24 70
12314 - Registered Nurse III	34.72 34.72
12315 - Registered Nurse III Anesthetist	34.72
	41.61
12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol	26.45
Testing)	20.43
12320 - Substance Abuse Treatment	27.54
Counselor	27.54
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.90
13012 - Exhibits Specialist II	22.17
13013 - Exhibits Specialist III	27.11
13041 - Illustrator I	17.90
13042 - Illustrator II	22.17
13043 - Illustrator III	27.80
13047 - Librarian	24.55
13050 - Library Aide/Clerk	15.52
13054 - Library Information	22.17
Technology Systems	
Administrator	
13058 - Library Technician	15.98
13061 - Media Specialist I	15.99
13062 - Media Specialist II	17.90
13063 - Media Specialist III	19.95
-	

13071 - Photographer I		15.99
13072 - Photographer II		17.90
13073 - Photographer III		22.17
13074 - Photographer IV		27.11
13075 - Photographer V		32.80
13090 - Technical Order Library		19.04
Clerk		
13110 - Video Teleconference		18.78
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.45
14042 - Computer Operator II		19.51
14043 - Computer Operator III		21.77
14044 - Computer Operator IV		24.19
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	24.09
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.17
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		17.45
Operator		
14160 - Personal Computer Support		24.19
Technician		
14170 - System Support Specialist		29.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		27.17
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		32.87
Instructor (Rated)		
15030 - Air Crew Training Devices		38.54
Instructor (Pilot)		
15050 - Computer Based Training		27.17
Specialist / Instructor		
15060 - Educational Technologist		33.38
15070 - Flight Instructor (Pilot)		38.54
15080 - Graphic Artist		22.11
15085 - Maintenance Test Pilot Fixed		39.40
Jet/Prop		
15086 - Maintenance Test Pilot		39.40
Rotary Wing		
15088 - Non-Maintenance Test/Co-		39.40
Pilot		-
15090 - Technical Instructor		27.25
15095 - Technical Instructor/Course		33.33
Developer		
15110 - Test Proctor		21.99

15100 martine	01 00
15120 - Tutor	21.99
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	9.69
16030 - Counter Attendant	9.69
16040 - Dry Cleaner	11.98
16070 - Finisher Flatwork Machine	9.69
16090 - Presser Hand	9.69
16110 - Presser Machine Drycleaning	9.69
16130 - Presser Machine Shirts	9.69
16160 - Presser Machine Wearing	9.69
Apparel Laundry	5.05
16190 - Sewing Machine Operator	12.78
16220 - Tailor	13.47
16250 - Washer Machine	10.53
19000 - Machine Tool Operation And	10.00
Repair Occupations	
19010 - Machine-Tool Operator (Tool	28.82
Room)	20.02
19040 - Tool And Die Maker	35.32
21000 - Materials Handling And Packing	55.52
Occupations	
21020 - Forklift Operator	18.95
21020 - Material Coordinator	29.83
21040 - Material Expediter	29.83
21050 - Material Handling Laborer	17.61
21071 - Order Filler	15.03
21080 - Production Line Worker (Food	18.95
Processing)	10.90
21110 - Shipping Packer	19.09
21130 - Shipping/Receiving Clerk	19.09
21140 - Store Worker I	12.59
21150 - Stock Clerk	17.70
21210 - Tools And Parts Attendant	18.95
21410 - Warehouse Specialist	18.95
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	33.20
23019 - Aircraft Logs and Records	25.58
Technician	
23021 - Aircraft Mechanic I	31.31
23022 - Aircraft Mechanic II	33.20
23023 - Aircraft Mechanic III	35.13
23040 - Aircraft Mechanic Helper	21.81
23050 - Aircraft Painter	29.38
23060 - Aircraft Servicer	25.58
23070 - Aircraft Survival Flight	29.38
Equipment Technician	
23080 - Aircraft Worker	27.42

	07 40
23091 - Aircrew Life Support	27.42
Equipment (ALSE) Mechanic	
I	21 21
23092 - Aircrew Life Support	31.31
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.30
23120 - Bicycle Repairer	22.08
23125 - Cable Splicer	40.51
23130 - Carpenter Maintenance	28.06
23140 - Carpet Layer	25.72
23160 - Electrician Maintenance	28.89
23181 - Electronics Technician	29.04
Maintenance I	
23182 - Electronics Technician	31.11
Maintenance II	
23183 - Electronics Technician	33.14
Maintenance III	
23260 - Fabric Worker	24.30
23290 - Fire Alarm System Mechanic	30.92
23310 - Fire Extinguisher Repairer	22.53
23311 - Fuel Distribution System	37.73
Mechanic	
23312 - Fuel Distribution System	28.58
Operator	20100
23370 - General Maintenance Worker	22.94
23380 - Ground Support Equipment	31.31
Mechanic	01.01
23381 - Ground Support Equipment	25.58
Servicer	20.00
23382 - Ground Support Equipment	27.42
Worker	27.42
23391 - Gunsmith I	22.53
23391 - Gunsmith I 23392 - Gunsmith II	26.05
23392 - Gunsmith II 23393 - Gunsmith III	
	29.76
23410 - Heating Ventilation And Air-	22.51
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.87
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.66
23440 - Heavy Equipment Operator	25.88
23460 - Instrument Mechanic	30.92
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	17.61
23510 - Locksmith	27.30
23530 - Machinery Maintenance	37.86
Mechanic	
23550 - Machinist Maintenance	22.51

23580 - Maintenance Trades Helper	14.65
23591 - Metrology Technician I	30.92
23592 - Metrology Technician II	32.79
23593 - Metrology Technician III	34.69
23640 - Millwright	30.92
23710 - Office Appliance Repairer	27.30
23760 - Painter Maintenance	19.09
23790 - Pipefitter Maintenance	30.07
23810 - Plumber Maintenance	28.22
23820 - Pneudraulic Systems Mechanic	29.76
23850 - Rigger	30.92
23870 - Scale Mechanic	26.05
23890 - Sheet-Metal Worker	25.98
Maintenance	
23910 - Small Engine Mechanic	25.48
23931 - Telecommunications Mechanic	29.17
I	
23932 - Telecommunications Mechanic	30.92
II	
23950 - Telephone Lineman	28.58
23960 - Welder Combination	29.59
Maintenance	
23965 - Well Driller	30.95
23970 - Woodcraft Worker	29.76
23980 - Woodworker	22.53
24000 - Personal Needs Occupations	
24550 - Case Manager	16.86
24570 - Child Care Attendant	13.72
24580 - Child Care Center Clerk	17.10
24610 - Chore Aide	13.66
24620 - Family Readiness And Support	16.86
Services	
Coordinator	
24630 - Homemaker	16.86
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.92
25040 - Sewage Plant Operator	27.05
25070 - Stationary Engineer	30.92
25190 - Ventilation Equipment Tender	21.54
25210 - Water Treatment Plant	27.05
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.30
27007 - Baggage Inspector	16.14
27008 - Corrections Officer	25.25
27010 - Court Security Officer	24.36
27030 - Detection Dog Handler	18.05
27040 - Detention Officer	25.25
27070 - Firefighter	25.70

27101 - Guard I			16.14
27102 - Guard II			18.05
27131 - Police Officer I			25.45
27132 - Police Officer II			28.27
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			17.66
28042 - Carnival Equipment Repairer			19.20
28043 - Carnival Worker			12.97
28210 - Gate Attendant/Gate Tender			17.88
28310 - Lifeguard			13.97
28350 - Park Attendant (Aide)			20.00
28510 - Recreation Aide/Health			14.60
Facility Attendant			
28515 - Recreation Specialist			24.09
28630 - Sports Official			15.93
28690 - Swimming Pool Operator			22.20
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			27.09
29020 - Hatch Tender			27.09
29030 - Line Handler			27.09
29041 - Stevedore I			25.26
29042 - Stevedore II			29.02
30000 - Technical Occupations			23.02
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(366	2)	10.20
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(566	2)	21.10
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			30.39
30021 - Archeological Technician I			18.58
30022 - Archeological Technician II			20.79
30022 - Archeological Technician II 30023 - Archeological Technician III			25.75
-			
30030 - Cartographic Technician			25.75
30040 - Civil Engineering Technician			23.21
30051 - Cryogenic Technician I			28.52
30052 - Cryogenic Technician II			31.50
30061 - Drafter/CAD Operator I			18.58
30062 - Drafter/CAD Operator II			20.79
30063 - Drafter/CAD Operator III			23.17
30064 - Drafter/CAD Operator IV			28.52
30081 - Engineering Technician I			15.80
30082 - Engineering Technician II			17.75
30083 - Engineering Technician III			19.84
30084 - Engineering Technician IV			24.58
30085 - Engineering Technician V			30.07
30086 - Engineering Technician VI			36.39
30090 - Environmental Technician			25.75
30095 - Evidence Control Specialist			25.75
30210 - Laboratory Technician			32.02

30221 - Latent Fingerprint			28.52
Technician I			04 50
30222 - Latent Fingerprint			31.50
Technician II			
30240 - Mathematical Technician			25.75
30361 - Paralegal/Legal Assistant I			18.88
30362 - Paralegal/Legal Assistant II			23.38
30363 - Paralegal/Legal Assistant			28.60
III			
30364 - Paralegal/Legal Assistant IV			34.60
30375 - Petroleum Supply Specialist			31.50
30390 - Photo-Optics Technician			25.75
30395 - Radiation Control Technician			31.50
30461 - Technical Writer I			25.75
30462 - Technical Writer II			31.50
30463 - Technical Writer III			38.10
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			23.00
30492 - Unexploded Ordnance (UXO)			30.98
-			30.90
Technician II			27 12
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			0 - 60
30494 - Unexploded (UXO) Safety			25.60
Escort			
30495 - Unexploded (UXO) Sweep			25.60
Personnel			
30501 - Weather Forecaster I			28.52
30502 - Weather Forecaster II			34.68
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			13.43
31030 - Bus Driver			19.07
31043 - Driver Courier			17.40
31260 - Parking and Lot Attendant			13.94
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver			13.94
31290 - Shuttle Bus Driver			18.92
31290 - Shuttle Bus Driver 31310 - Taxi Driver			18.92 16.69
31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light			18.92 16.69 18.92
31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium			18.92 16.69 18.92 20.40
31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy			18.92 16.69 18.92 20.40 24.49
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>			18.92 16.69 18.92 20.40
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>			18.92 16.69 18.92 20.40 24.49 24.49
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			18.92 16.69 18.92 20.40 24.49 24.49 15.10
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>			18.92 16.69 18.92 20.40 24.49 24.49 15.10 12.42
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			18.92 16.69 18.92 20.40 24.49 24.49 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.35
I	
99252 - Laboratory Animal Caretaker	15.60
II	
99260 - Marketing Analyst	24.49
99310 - Mortician	25.64
99410 - Pest Controller	22.75
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.04
99711 - Recycling Specialist	25.48
99730 - Refuse Collector	18.72
99810 - Sales Clerk	13.13
99820 - School Crossing Guard	17.98
99830 - Survey Party Chief	24.84
99831 - Surveying Aide	18.16
99832 - Surveying Technician	22.55
99840 - Vending Machine Attendant	18.35
99841 - Vending Machine Repairer	23.07
99842 - Vending Machine Repairer	18.35
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR 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 Determinations	Wage Determination No.: 2015-5411 Revision No.: 16 Date Of Last Revision: 12/27/2021

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

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

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

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

State: Wyoming

Area: Wyoming Counties of Campbell Crook Johnson Sheridan Weston

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.24
01012 - Accounting Clerk II		15.99
01013 - Accounting Clerk III		17.89
01020 - Administrative Assistant		22.44
01035 - Court Reporter		18.06
01041 - Customer Service		14.15
Representative I		
01042 - Customer Service		15.47
Representative II		

01043 - Customer Service Representative III		17.35
01051 - Data Entry Operator I		13.18
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		21.70
01070 - Document Preparation Clerk		14.38
01090 - Duplicating Machine Operator		14.38
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.27
01120 - Housing Referral Assistant		20.13
01141 - Messenger Courier		11.73
01191 - Order Clerk I		13.18
01192 - Order Clerk II		14.38
01261 - Personnel Assistant		16.33
(Employment) I		10.55
01262 - Personnel Assistant		18.26
		10.20
(Employment) II 01263 - Personnel Assistant		20.35
		20.35
(Employment) III		20.02
01270 - Production Control Clerk		29.83
01290 - Rental Clerk		15.79
01300 - Scheduler Maintenance		16.15
01311 - Secretary I		16.15
01312 - Secretary II		18.06
—		00.10
01313 - Secretary III		20.13
01313 - Secretary III 01320 - Service Order Dispatcher		21.70
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician		21.70 22.44
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		21.70 22.44 15.84
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		21.70 22.44
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		21.70 22.44 15.84 13.64
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		21.70 22.44 15.84 13.64 12.39
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		21.70 22.44 15.84 13.64 12.39 13.15
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		21.70 22.44 15.84 13.64 12.39 13.15 13.91
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38 16.15
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38 16.15 18.06
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38 16.15
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38 16.15 18.06
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38 16.15 18.06 22.96 23.72
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38 16.15 18.06 22.96 23.72 22.19
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38 16.15 18.06 22.96 23.72 22.19 22.19
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38 16.15 18.06 22.96 23.72 22.19 22.19 19.16
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38 16.15 18.06 22.96 23.72 22.19 22.19
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38 16.15 18.06 22.96 23.72 22.19 22.19 19.16 25.21
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38 16.15 18.06 22.96 23.72 22.19 22.19 19.16
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38 16.15 18.06 22.96 23.72 22.19 22.19 19.16 25.21
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	21.70 22.44 15.84 13.64 12.39 13.15 13.91 14.38 16.15 18.06 22.96 23.72 22.19 22.19 19.16 25.21

05250 - Motor Vehicle Upholstery	20.68
Worker	
05280 - Motor Vehicle Wrecker	22.19
05310 - Painter Automotive	23.72
05340 - Radiator Repair Specialist	22.19
05370 - Tire Repairer	18.26
05400 - Transmission Repair	25.21
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.55
07041 - Cook I	13.78
07042 - Cook II	15.96
07070 - Dishwasher	10.14
07130 - Food Service Worker	11.60
07210 - Meat Cutter	18.60
07260 - Waiter/Waitress	9.20
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	27.04
09040 - Furniture Handler	16.81
09080 - Furniture Refinisher	27.04
09090 - Furniture Refinisher Helper	20.35
09110 - Furniture Repairer Minor	23.89
09130 - Upholsterer	27.04
11000 - General Services And Support	27.04
Occupations	
11030 - Cleaner Vehicles	12.40
11050 - Cleaner Venicles 11060 - Elevator Operator	12.40
11090 - Gardener	19.88
11122 - Housekeeping Aide	14.62
11150 - Janitor	14.62
11210 - Laborer Grounds Maintenance	15.78
11240 - Maid or Houseman	11.52
11260 - Pruner	14.13
11270 - Tractor Operator	19.10
11330 - Trail Maintenance Worker	15.78
11360 - Window Cleaner	16.32
12000 - Health Occupations	1 - 00
12010 - Ambulance Driver	17.60
12011 - Breath Alcohol Technician	20.55
12012 - Certified Occupational	28.20
Therapist Assistant	0 - 0 0
12015 - Certified Physical Therapist	27.08
Assistant	
12020 - Dental Assistant	18.78
12025 - Dental Hygienist	33.83
12030 - EKG Technician	31.15
12035 - Electroneurodiagnostic	31.15
Technologist	

12040 - Emergency Medical Technician	17.60
12071 - Licensed Practical Nurse I	18.38
12072 - Licensed Practical Nurse II	20.55
12073 - Licensed Practical Nurse III	22.91
12100 - Medical Assistant	17.16
12130 - Medical Laboratory	25.51
Technician	
12160 - Medical Record Clerk	19.99
12190 - Medical Record Technician	24.29
12195 - Medical Transcriptionist	18.38
12210 - Nuclear Medicine	45.17
Technologist	10.00
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.52
12223 - Nursing Assistant III	14.75
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	16.61
12236 - Optical Technician	18.38
12250 - Pharmacy Technician	18.72
12280 - Phlebotomist	16.76
12305 - Radiologic Technologist	28.98
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II	27.91
Specialist	
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III	33.76
Anesthetist	
12316 - Registered Nurse IV	40.47
12317 - Scheduler (Drug and Alcohol	25.46
Testing)	0 - 10
12320 - Substance Abuse Treatment	27.49
Counselor	
13000 - Information And Arts	
Occupations	00 64
13011 - Exhibits Specialist I	20.64
13012 - Exhibits Specialist II	25.56
13013 - Exhibits Specialist III	31.27
13041 - Illustrator I	20.64
13042 - Illustrator II	25.56
13043 - Illustrator III	31.27
13047 - Librarian	28.31
13050 - Library Aide/Clerk	14.29
13054 - Library Information	25.56
Technology Systems	
Administrator	1 7 4 0
13058 - Library Technician	17.40
13061 - Media Specialist I	18.44
13062 - Media Specialist II	20.64
13063 - Media Specialist III	23.01

13071 - Photographer I		18.44
13072 - Photographer II		20.64
13073 - Photographer III		25.56
13074 - Photographer IV		31.27
13075 - Photographer V		37.83
13090 - Technical Order Library		17.95
Clerk		
13110 - Video Teleconference		19.56
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.78
14042 - Computer Operator II		18.77
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.75
14071 - Computer Programmer I	(see 1)	20.17
14072 - Computer Programmer II	(see 1)	25.00
14073 - Computer Programmer III	(see 1)	20.00
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14102 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	16.78
Operator		10.70
14160 - Personal Computer Support		23.25
Technician		23.23
14170 - System Support Specialist		31.21
14170 - System Support Specialist 15000 - Instructional Occupations		JI.ZI
-		28.65
15010 - Aircrew Training Devices		20.05
Instructor (Non-Rated)		24 66
15020 - Aircrew Training Devices		34.66
Instructor (Rated)		
15030 - Air Crew Training Devices		41.54
Instructor (Pilot)		0.0.65
15050 - Computer Based Training		28.65
Specialist / Instructor		
15060 - Educational Technologist		34.19
15070 - Flight Instructor (Pilot)		41.54
15080 - Graphic Artist		18.27
15085 - Maintenance Test Pilot Fixed		41.54
Jet/Prop		
15086 - Maintenance Test Pilot		41.54
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.54
Pilot		
15090 - Technical Instructor		26.08
15095 - Technical Instructor/Course		31.90
Developer		
15110 - Test Proctor		21.05

	01 05
15120 - Tutor	21.05
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10.40
16010 - Assembler	10.46
16030 - Counter Attendant	10.46
16040 - Dry Cleaner	11.95
16070 - Finisher Flatwork Machine	10.46
16090 - Presser Hand	10.46
16110 - Presser Machine Drycleaning	10.46
16130 - Presser Machine Shirts	10.46
16160 - Presser Machine Wearing	10.46
Apparel Laundry	10 55
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.21
16250 - Washer Machine	10.96
19000 - Machine Tool Operation And	
Repair Occupations	00.04
19010 - Machine-Tool Operator (Tool	28.84
Room)	26.05
19040 - Tool And Die Maker	36.25
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	22.94
21030 - Material Coordinator	29.83
21040 - Material Expediter	29.83
21050 - Material Handling Laborer	16.16
21071 - Order Filler	13.93
21080 - Production Line Worker (Food	22.94
Processing)	
21110 - Shipping Packer	16.77
21130 - Shipping/Receiving Clerk	16.77
21140 - Store Worker I	12.28
21150 - Stock Clerk	17.07
21210 - Tools And Parts Attendant	22.94
21410 - Warehouse Specialist	22.94
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	32.57
23019 - Aircraft Logs and Records	25.15
Technician	
23021 - Aircraft Mechanic I	30.66
23022 - Aircraft Mechanic II	32.57
23023 - Aircraft Mechanic III	34.47
23040 - Aircraft Mechanic Helper	21.43
23050 - Aircraft Painter	28.84
23060 - Aircraft Servicer	25.15
23070 - Aircraft Survival Flight	28.84
Equipment Technician	
23080 - Aircraft Worker	26.99

23091 - Aircrew Life Support	26.99
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.66
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	28.84
23120 - Bicycle Repairer	23.31
23125 - Cable Splicer	40.74
23130 - Carpenter Maintenance	21.88
23140 - Carpet Layer	26.99
23160 - Electrician Maintenance	31.01
23181 - Electronics Technician	31.71
Maintenance I	
23182 - Electronics Technician	33.88
Maintenance II	
23183 - Electronics Technician	36.02
Maintenance III	
23260 - Fabric Worker	25.15
23290 - Fire Alarm System Mechanic	30.66
23310 - Fire Extinguisher Repairer	23.31
23311 - Fuel Distribution System	34.00
Mechanic	
23312 - Fuel Distribution System	25.85
Operator	
23370 - General Maintenance Worker	18.95
23380 - Ground Support Equipment	30.66
Mechanic	
23381 - Ground Support Equipment	25.15
Servicer	
23382 - Ground Support Equipment	26.99
Worker	
23391 - Gunsmith I	23.31
23392 - Gunsmith II	26.99
23393 - Gunsmith III	30.66
23410 - Heating Ventilation And Air-	26.47
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.12
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	34.29
23440 - Heavy Equipment Operator	31.96
23460 - Instrument Mechanic	30.66
23465 - Laboratory/Shelter Mechanic	28.84
23470 - Laborer	16.16
23510 - Locksmith	28.84
23530 - Machinery Maintenance	36.04
Mechanic	
23550 - Machinist Maintenance	29.43
	27.10

23580 - Maintenance Trades Helper	17.73
23591 - Metrology Technician I	30.66
23592 - Metrology Technician II	32.57
23593 - Metrology Technician III	34.47
23640 - Millwright	32.37
23710 - Office Appliance Repairer	28.84
23760 - Painter Maintenance	23.39
23790 - Pipefitter Maintenance	27.45
23810 - Plumber Maintenance	25.82
23820 - Pneudraulic Systems Mechanic	30.66
23850 - Rigger	30.66
23870 - Scale Mechanic	26.99
23890 - Sheet-Metal Worker	25.98
Maintenance	
23910 - Small Engine Mechanic	26.99
23931 - Telecommunications Mechanic	27.41
I	
23932 - Telecommunications Mechanic	29.11
II	
23950 - Telephone Lineman	30.66
23960 - Welder Combination	32.05
Maintenance	
23965 - Well Driller	29.16
23970 - Woodcraft Worker	30.66
23980 - Woodworker	23.31
24000 - Personal Needs Occupations	20102
24550 - Case Manager	15.90
24570 - Child Care Attendant	11.56
24580 - Child Care Center Clerk	14.42
24610 - Chore Aide	12.44
24620 - Family Readiness And Support	15.90
Services	20000
Coordinator	
24630 - Homemaker	15.90
25000 - Plant And System Operations	10.90
Occupations	
25010 - Boiler Tender	31.71
25040 - Sewage Plant Operator	24.65
25070 - Stationary Engineer	31.71
25190 - Ventilation Equipment Tender	22.17
25210 - Water Treatment Plant	24.65
Operator	21.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.75
27007 - Baggage Inspector	15.13
27008 - Corrections Officer	22.41
27010 - Court Security Officer	22.37
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	22.41
27070 - Firefighter	22.41
21010 FILELIGHLEL	22.19

27101 - Guard I		15.13
27102 - Guard II		16.92
27131 - Police Officer I		25.02
27132 - Police Officer II		27.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.01
28042 - Carnival Equipment Repairer		15.23
28043 - Carnival Worker		10.36
28210 - Gate Attendant/Gate Tender		18.70
28310 - Lifeguard		15.09
28350 - Park Attendant (Aide)		20.92
28510 - Recreation Aide/Health		15.26
Facility Attendant		
28515 - Recreation Specialist		20.89
28630 - Sports Official		16.65
28690 - Swimming Pool Operator		17.63
29000 - Stevedoring/Longshoremen		1,000
Occupational Services		
29010 - Blocker And Bracer		27.14
29020 - Hatch Tender		27.14
29030 - Line Handler		27.14
29041 - Stevedore I		25.29
29042 - Stevedore II		29.01
30000 - Technical Occupations		23.01
30010 - Air Traffic Control	(see 2)	40.29
Specialist Center (HFO)	(500 2)	10.29
30011 - Air Traffic Control	(see 2)	27.78
Specialist Station (HFO)	(500 2)	21.10
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		00.00
30021 - Archeological Technician I		16.97
30022 - Archeological Technician II		18.99
30023 - Archeological Technician III		23.52
30030 - Cartographic Technician		23.52
30040 - Civil Engineering Technician		24.00
30051 - Cryogenic Technician I		26.05
30052 - Cryogenic Technician II		28.77
30061 - Drafter/CAD Operator I		16.97
30062 - Drafter/CAD Operator II		18.99
30063 - Drafter/CAD Operator III		21.17
30064 - Drafter/CAD Operator IV		26.05
30081 - Engineering Technician I		15.77
30082 - Engineering Technician II		17.69
30083 - Engineering Technician III		19.80
30084 - Engineering Technician IV		24.52
30085 - Engineering Technician V		30.00
30086 - Engineering Technician VI		36.30
30090 - Environmental Technician		21.11
30095 - Evidence Control Specialist		23.52
30210 - Laboratory Technician		20.32
CASTA TRACTATOLA LECHNITCTAN		20.02

30221 - Latent Fingerprint	26.05
	28.77
Technician II	20.77
	23.52
	18.83
<u> </u>	
	23.33
	28.53
III	
	34.52
	28.77
•	23.52
30395 - Radiation Control Technician	28.77
30461 - Technical Writer I	23.52
30462 - Technical Writer II	28.77
30463 - Technical Writer III	34.81
	25.60
Technician I	20.00
	30.98
± , , , ,	30.98
Technician II	
<b>-</b>	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	26.05
30502 - Weather Forecaster II	31.69
	21.17
Upper Air Or	
Surface Programs	
-	23.52
· · · · ·	23.32
31000 - Transportation/Mobile	
Equipment Operation Occupations	
	30.98
	13.30
31030 - Bus Driver	21.04
31043 - Driver Courier	15.98
31260 - Parking and Lot Attendant	14.17
-	17.87
	13.18
	17.38
-	18.75
	24.88
-	
	24.88
99000 - Miscellaneous Occupations	
	15.10
	10.62
99050 - Desk Clerk	11.31
	25.64

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.24
I	
99252 - Laboratory Animal Caretaker	15.49
II	
99260 - Marketing Analyst	29.17
99310 - Mortician	25.64
99410 - Pest Controller	21.99
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.50
99711 - Recycling Specialist	26.03
99730 - Refuse Collector	19.25
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	29.52
99831 - Surveying Aide	21.58
99832 - Surveying Technician	26.79
99840 - Vending Machine Attendant	16.30
99841 - Vending Machine Repairer	20.53
99842 - Vending Machine Repairer	16.30
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	r   WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5413
Daniel W. Simms Division of	Revision No.: 16
Director Wage Determination	ns  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: Wyoming

Area: Wyoming Counties of Albany Carbon Converse Goshen Niobrara Platte

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.24
01012 - Accounting Clerk II		15.99
01013 - Accounting Clerk III		17.89
01020 - Administrative Assistant		22.44
01035 - Court Reporter		18.06
01041 - Customer Service		14.15
Representative I		
01042 - Customer Service		15.47
Representative II		

01043 - Customer Service Representative III		17.35
01051 - Data Entry Operator I		13.18
01052 - Data Entry Operator II		14.38
01060 - Dispatcher Motor Vehicle		21.70
01070 - Document Preparation Clerk		14.38
01090 - Duplicating Machine Operator		14.38
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.27
01120 - Housing Referral Assistant		20.13
01141 - Messenger Courier		11.73
01191 - Order Clerk I		13.18
01192 - Order Clerk II		14.38
01261 - Personnel Assistant		16.33
(Employment) I		20.00
01262 - Personnel Assistant		18.26
(Employment) II		10.10
01263 - Personnel Assistant		20.35
(Employment) III		
01270 - Production Control Clerk		27.12
01290 - Rental Clerk		15.49
01300 - Scheduler Maintenance		16.15
01311 - Secretary I		16.15
01312 - Secretary II		18.06
01313 - Secretary III		20.13
01320 - Service Order Dispatcher		21.70
01410 - Supply Technician		22.44
01420 - Survey Worker		15.03
01460 - Switchboard		13.59
Operator/Receptionist		
01531 - Travel Clerk I		12.39
01532 - Travel Clerk II		13.15
01533 - Travel Clerk III		13.91
01533 - Travel Clerk III 01611 - Word Processor I		13.91 14.38
01611 - Word Processor I		14.38
01611 - Word Processor I 01612 - Word Processor II		14.38 16.15
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		14.38 16.15
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		14.38 16.15 18.06
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	Electrician	14.38 16.15 18.06 26.24
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	14.38 16.15 18.06 26.24
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	14.38 16.15 18.06 26.24 23.02
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	14.38 16.15 18.06 26.24 23.02 21.54
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	14.38 16.15 18.06 26.24 23.02 21.54 21.54
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	14.38 16.15 18.06 26.24 23.02 21.54 21.54 18.60 24.47
<pre>01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05010 - Automotive Glass Installer 05070 - Automotive Glass Installer 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker</pre>	Electrician	14.38 16.15 18.06 26.24 23.02 21.54 21.54 18.60
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	14.38 16.15 18.06 26.24 23.02 21.54 21.54 18.60 24.47 21.54 24.47
<pre>01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05010 - Automotive Glass Installer 05070 - Automotive Glass Installer 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker</pre>	Electrician	14.38 16.15 18.06 26.24 23.02 21.54 18.60 24.47 21.54

05250 - Motor Vehicle Upholstery Worker	20.07
	01 54
05280 - Motor Vehicle Wrecker	21.54
05310 - Painter Automotive	23.02
05340 - Radiator Repair Specialist	21.54
05370 - Tire Repairer	18.26
05400 - Transmission Repair	24.47
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.94
07041 - Cook I	13.78
07042 - Cook II	15.96
07070 - Dishwasher	9.86
07130 - Food Service Worker	11.60
07210 - Meat Cutter	17.94
07260 - Waiter/Waitress	9.20
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	27.04
09040 - Furniture Handler	16.89
09080 - Furniture Refinisher	27.04
09090 - Furniture Refinisher Helper	20.45
09110 - Furniture Repairer Minor	24.00
09130 - Upholsterer	27.04
11000 - General Services And Support	27.04
Occupations 11030 - Cleaner Vehicles	12.40
	12.40
11060 - Elevator Operator	
11090 - Gardener	19.88
11122 - Housekeeping Aide	14.62
11150 - Janitor	14.62
11210 - Laborer Grounds Maintenance	15.10
11240 - Maid or Houseman	11.52
11260 - Pruner	13.52
11270 - Tractor Operator	18.28
11330 - Trail Maintenance Worker	15.10
11360 - Window Cleaner	16.32
12000 - Health Occupations	
12010 - Ambulance Driver	17.60
12011 - Breath Alcohol Technician	21.07
12012 - Certified Occupational	28.20
Therapist Assistant	
12015 - Certified Physical Therapist	27.08
Assistant	
	18.78
Assistant	18.78 33.83
Assistant 12020 - Dental Assistant	
Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	33.83

12040 - Emergency Medical Technician	17.60
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.07
12073 - Licensed Practical Nurse III	23.49
12100 - Medical Assistant	17.02
12130 - Medical Laboratory	26.47
Technician	
12160 - Medical Record Clerk	18.85
12190 - Medical Record Technician	21.41
12195 - Medical Transcriptionist	18.83
12210 - Nuclear Medicine	45.74
Technologist	
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.52
12223 - Nursing Assistant III	14.75
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	18.58
12236 - Optical Technician	18.83
12250 - Pharmacy Technician	18.72
12280 - Phlebotomist	16.76
12305 - Radiologic Technologist	28.98
12311 - Registered Nurse I	23.77
12312 - Registered Nurse II	29.07
12313 - Registered Nurse II	29.07
Specialist	
12314 - Registered Nurse III	35.17
12315 - Registered Nurse III	35.17
Anesthetist	
12316 - Registered Nurse IV	42.17
12317 - Scheduler (Drug and Alcohol	26.10
Testing)	
12320 - Substance Abuse Treatment	26.94
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.82
13012 - Exhibits Specialist II	25.78
13013 - Exhibits Specialist III	31.54
13041 - Illustrator I	20.82
13042 - Illustrator II	25.78
13043 - Illustrator III	31.54
13047 - Librarian	28.56
13050 - Library Aide/Clerk	14.52
13054 - Library Information	25.78
Technology Systems	
Administrator	
13058 - Library Technician	16.74
13061 - Media Specialist I	18.60
13062 - Media Specialist II	20.82
13063 - Media Specialist III	23.20

13071 - Photographer I		18.60
13072 - Photographer II		20.82
13073 - Photographer III		25.78
13074 - Photographer IV		31.54
13075 - Photographer V		38.16
13090 - Technical Order Library		18.27
Clerk		
13110 - Video Teleconference		19.56
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.78
14042 - Computer Operator II		18.77
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.75
14071 - Computer Programmer I	(see 1)	20.17
14072 - Computer Programmer II	(see 1)	25.00
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(/	16.78
Operator		
14160 - Personal Computer Support		23.25
Technician		
14170 - System Support Specialist		28.74
15000 - Instructional Occupations		200012
15010 - Aircrew Training Devices		28.65
Instructor (Non-Rated)		20.00
15020 - Aircrew Training Devices		34.66
Instructor (Rated)		01.00
15030 - Air Crew Training Devices		41.54
Instructor (Pilot)		11.01
15050 - Computer Based Training		28.65
Specialist / Instructor		20.00
15060 - Educational Technologist		29.57
15070 - Flight Instructor (Pilot)		41.54
15080 - Graphic Artist		20.10
15085 - Maintenance Test Pilot Fixed		41.54
Jet/Prop		11.01
15086 - Maintenance Test Pilot		41.54
Rotary Wing		11.01
15088 - Non-Maintenance Test/Co-		41.54
Pilot		71.74
15090 - Technical Instructor		26.18
15090 - Technical Instructor 15095 - Technical Instructor/Course		32.03
Developer		52.05
15110 - Test Proctor		21.14
15110 - Test Proctor		$\angle \perp \cdot \perp 4$

15120 - Tutor	21.14
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10.40
16010 - Assembler	10.46
16030 - Counter Attendant	10.46
16040 - Dry Cleaner	11.95
16070 - Finisher Flatwork Machine	10.46
16090 - Presser Hand	10.46
16110 - Presser Machine Drycleaning	10.46
16130 - Presser Machine Shirts	10.46
16160 - Presser Machine Wearing	10.46
Apparel Laundry	
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.21
16250 - Washer Machine	10.96
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	28.84
Room)	
19040 - Tool And Die Maker	36.25
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.95
21030 - Material Coordinator	27.12
21040 - Material Expediter	27.12
21050 - Material Handling Laborer	16.16
21071 - Order Filler	12.98
21080 - Production Line Worker (Food	18.95
Processing)	
21110 - Shipping Packer	16.77
21130 - Shipping/Receiving Clerk	16.77
21140 - Store Worker I	12.28
21150 - Stock Clerk	17.07
21210 - Tools And Parts Attendant	18.95
21410 - Warehouse Specialist	18.95
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	32.57
23019 - Aircraft Logs and Records	25.15
Technician	
23021 - Aircraft Mechanic I	30.66
23022 - Aircraft Mechanic II	32.57
23023 - Aircraft Mechanic III	34.47
23040 - Aircraft Mechanic Helper	21.43
23050 - Aircraft Painter	28.84
23060 - Aircraft Servicer	25.15
23070 - Aircraft Survival Flight	28.84
Equipment Technician	
23080 - Aircraft Worker	26.99

23091 - Aircrew Life Support	26.99
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.66
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	28.84
23120 - Bicycle Repairer	23.31
23125 - Cable Splicer	40.74
23130 - Carpenter Maintenance	21.88
23140 - Carpet Layer	26.99
23160 - Electrician Maintenance	31.01
23181 - Electronics Technician	31.71
Maintenance I	
23182 - Electronics Technician	33.88
Maintenance II	
23183 - Electronics Technician	36.02
Maintenance III	
23260 - Fabric Worker	25.15
23290 - Fire Alarm System Mechanic	30.66
23310 - Fire Extinguisher Repairer	23.31
23311 - Fuel Distribution System	34.00
Mechanic	
23312 - Fuel Distribution System	25.85
Operator	
23370 - General Maintenance Worker	18.95
23380 - Ground Support Equipment	30.66
Mechanic	
23381 - Ground Support Equipment	25.15
Servicer	
23382 - Ground Support Equipment	26.99
Worker	
23391 - Gunsmith I	23.31
23392 - Gunsmith II	26.99
23393 - Gunsmith III	30.66
23410 - Heating Ventilation And Air-	26.63
Conditioning	20.00
Mechanic	
23411 - Heating Ventilation And Air	27.94
Contidioning	_ , • , 5 1
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	33.94
23440 - Heavy Equipment Operator	31.96
23460 - Instrument Mechanic	30.66
23465 - Laboratory/Shelter Mechanic	28.84
23470 - Laborar	16.16
23510 - Locksmith	28.84
23530 - Machinery Maintenance	36.04
Mechanic	50.04
23550 - Machinist Maintenance	29.00
25550 - Machinist Maintenance	29.00

23580 - Maintenance Trades Helper	17.73
23591 - Metrology Technician I	30.66
23592 - Metrology Technician II	32.57
23593 - Metrology Technician III	34.47
23640 - Millwright	32.37
23710 - Office Appliance Repairer	28.84
23760 - Painter Maintenance	23.39
23790 - Pipefitter Maintenance	27.45
23810 - Plumber Maintenance	25.82
23820 - Pneudraulic Systems Mechanic	30.66
23850 - Rigger	30.66
23870 - Scale Mechanic	26.99
23890 - Sheet-Metal Worker	25.98
Maintenance	
23910 - Small Engine Mechanic	26.99
23931 - Telecommunications Mechanic	27.41
I	
23932 - Telecommunications Mechanic	29.11
II	
23950 - Telephone Lineman	30.66
23960 - Welder Combination	32.05
Maintenance	02.00
23965 - Well Driller	29.16
23970 - Woodcraft Worker	30.66
23980 - Woodworker	23.31
24000 - Personal Needs Occupations	20.01
24550 - Case Manager	16.86
24570 - Child Care Attendant	11.45
24580 - Child Care Center Clerk	14.28
24610 - Chore Aide	12.44
24620 - Family Readiness And Support	16.86
Services	10.00
Coordinator	
24630 - Homemaker	16.86
25000 - Plant And System Operations	10.00
Occupations	
25010 - Boiler Tender	31.71
25040 - Sewage Plant Operator	23.94
25070 - Stationary Engineer	31.71
25190 - Ventilation Equipment Tender	22.17
25210 - Water Treatment Plant	23.94
Operator	23.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.75
27004 - Alaim Monitor 27007 - Baggage Inspector	15.03
27008 - Corrections Officer	20.76
27010 - Court Security Officer	22.37
27030 - Detection Dog Handler	16.92
27030 - Detection Dog Handler 27040 - Detention Officer	20.76
27070 - Firefighter	22.79

27101 - Guard I	15.03
27102 - Guard II	16.92
27131 - Police Officer I	24.13
27132 - Police Officer II	26.82
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33
28042 - Carnival Equipment Repairer	14.50
28043 - Carnival Worker	10.26
28210 - Gate Attendant/Gate Tender	15.21
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.01
28510 - Recreation Aide/Health	12.42
Facility Attendant	
28515 - Recreation Specialist	20.89
28630 - Sports Official	13.55
28690 - Swimming Pool Operator	17.04
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	27.14
29020 - Hatch Tender	27.14
29030 - Line Handler	27.14
29041 - Stevedore I	25.29
29042 - Stevedore II	29.01
30000 - Technical Occupations	
30010 - Air Traffic Control (see	2) 40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see	2) 27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	16.97
30022 - Archeological Technician II	18.99
30023 - Archeological Technician III	23.52
30030 - Cartographic Technician	23.52
30040 - Civil Engineering Technician	24.00
30051 - Cryogenic Technician I	26.05
30052 - Cryogenic Technician II	28.77
30061 - Drafter/CAD Operator I	16.97
30062 - Drafter/CAD Operator II	18.99
30063 - Drafter/CAD Operator III	21.17
30064 - Drafter/CAD Operator IV	26.05
30081 - Engineering Technician I	15.77
30082 - Engineering Technician II	17.69
30083 - Engineering Technician III	19.80
30084 - Engineering Technician IV	24.52
30085 - Engineering Technician V	30.00
30086 - Engineering Technician VI	36.30
	30.30
30090 - Environmental Technician	19.19
30090 - Environmental Technician 30095 - Evidence Control Specialist	

30221 - Latent Fingerprint Technician I			26.05
30222 - Latent Fingerprint			28.77
Technician II			20.11
30240 - Mathematical Technician			23.52
			18.78
30361 - Paralegal/Legal Assistant I			
30362 - Paralegal/Legal Assistant II			23.26
30363 - Paralegal/Legal Assistant			28.45
			24 42
30364 - Paralegal/Legal Assistant IV			34.43
30375 - Petroleum Supply Specialist			28.77
30390 - Photo-Optics Technician			23.52
30395 - Radiation Control Technician			28.77
30461 - Technical Writer I			23.52
30462 - Technical Writer II			28.77
30463 - Technical Writer III			34.81
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			20.00
30501 - Weather Forecaster I			26.05
30502 - Weather Forecaster II			31.69
30620 - Weather Observer Combined	(see	21	21.17
Upper Air Or	(566	۷)	
Surface Programs			
-	1000	21	23.52
30621 - Weather Observer Senior	(see	∠)	23.52
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			13.30
31030 - Bus Driver			21.04
31043 - Driver Courier			15.98
31260 - Parking and Lot Attendant			14.17
31290 - Shuttle Bus Driver			17.62
31310 - Taxi Driver			17.55
31361 - Truckdriver Light			17.38
31362 - Truckdriver Medium			18.75
31363 - Truckdriver Heavy			25.11
31364 - Truckdriver Tractor-Trailer			25.11
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			10.62
99050 - Desk Clerk			11.31
99095 - Embalmer			25.64

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.24
I	
99252 - Laboratory Animal Caretaker	15.49
II	
99260 - Marketing Analyst	24.74
99310 - Mortician	25.64
99410 - Pest Controller	21.99
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.50
99711 - Recycling Specialist	26.03
99730 - Refuse Collector	19.25
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	26.24
99831 - Surveying Aide	19.19
99832 - Surveying Technician	23.82
99840 - Vending Machine Attendant	16.86
99841 - Vending Machine Repairer	21.20
99842 - Vending Machine Repairer	17.08
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR	
By direction of the Secretary of Labor		
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5415 Revision No.: 17 Date Of Last Revision: 12/27/2021	

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

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

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

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

State: Colorado

Area: Colorado County of Boulder

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.16
01012 - Accounting Clerk II		19.27
01013 - Accounting Clerk III		21.56
01020 - Administrative Assistant		29.46
01035 - Court Reporter		19.59
01041 - Customer Service		15.52
Representative I		
01042 - Customer Service		17.05
Representative II		

01043 - Customer Service Representative III		19.02
01051 - Data Entry Operator I		17.02
01052 - Data Entry Operator II		18.57
01060 - Dispatcher Motor Vehicle		21.31
01070 - Document Preparation Clerk		19.37
01090 - Duplicating Machine Operator		19.37
01111 - General Clerk I		17.63
01112 - General Clerk II		19.24
01113 - General Clerk III		21.61
01120 - Housing Referral Assistant		21.01
01141 - Messenger Courier		13.82
01191 - Order Clerk I		18.67
01192 - Order Clerk II		20.37
01261 - Personnel Assistant		18.16
(Employment) I		10.10
01262 - Personnel Assistant		20.30
		20.30
(Employment) II 01263 - Personnel Assistant		22.63
		22.03
(Employment) III		07 1E
01270 - Production Control Clerk		27.15
01290 - Rental Clerk		16.05
01300 - Scheduler Maintenance		17.31
01311 - Secretary I		17.31
01312 - Secretary II		19.36
01313 - Secretary III		21.75
01320 - Service Order Dispatcher		18.46
01320 - Service Order Dispatcher 01410 - Supply Technician		18.46 29.46
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		18.46 29.46 19.50
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		18.46 29.46
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		18.46 29.46 19.50 15.87
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		18.46 29.46 19.50 15.87 17.98
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		18.46 29.46 19.50 15.87 17.98 18.95
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		18.46 29.46 19.50 15.87 17.98 18.95 20.30
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57 17.47
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57 17.47 19.55
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57 17.47
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57 17.47 19.55 26.19
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57 17.47 19.55 26.19 22.30
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57 17.47 19.55 26.19 22.30 20.88
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57 17.47 19.55 26.19 22.30 20.88 20.88
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57 17.47 19.55 26.19 22.30 20.88
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57 17.47 19.55 26.19 22.30 20.88 20.88
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57 17.47 19.55 26.19 22.30 20.88 20.88 18.04 23.69
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57 17.47 19.55 26.19 22.30 20.88 20.88 18.04
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57 17.47 19.55 26.19 22.30 20.88 20.88 18.04 23.69
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	18.46 29.46 19.50 15.87 17.98 18.95 20.30 15.57 17.47 19.55 26.19 22.30 20.88 20.88 18.04 23.69

05250 - Motor Vehicle Upholstery         19.45           Worker         20.88           05310 - Painter Automotive         22.30           05340 - Radiator Repair Specialist         20.88           05370 - Tire Repairer         14.98           05400 - Transmission Repair         23.69           Specialist         07000 - Food Preparation And Service           Occupations         07010 - Baker           07010 - Dok Preparation And Service         07042 - Cook I           07010 - Dishwasher         12.72           07130 - Food Service Worker         14.67           07210 - Meat Cutter         17.39           07200 - Furniture Maintenance And         Repair Occupations           09010 - Furniture Maintenance And         Repair Occupations           09010 - Furniture Refinisher Helper         17.49           09110 - Furniture Refinisher Helper         19.06           09030 - Furniture Repairer Minor         19.91           09130 - Upholsterer         19.06           11000 - General Services And Support         20           0ccupations         14.34           11090 - Gardener         24.12           11122 - Housekeeping Aide         16.15           11210 - Laborer Grounds Maintenance         18.87		
05280 - Motor Vehicle Wrecker         20.88           05310 - Painter Automotive         22.30           05340 - Radiator Repair Specialist         20.88           05370 - Tire Repairer         14.98           05400 - Transmission Repair         23.69           Specialist         07000 - Food Preparation And Service           Occupations         07010 - Baker           07041 - Cook I         16.22           07042 - Cook II         18.77           07707 - Dishwasher         12.72           07130 - Food Service Worker         14.73           07210 - Meat Cutter         17.39           07260 - Waiter/Waitress         11.72           09000 - Furniture Maintenance And         Repair Occupations           09010 - Electrostatic Spray Painter         19.06           09040 - Furniture Refinisher         19.06           090500 - Furniture Refinisher Helper         17.49           09130 - Upholsterer         19.06           10000 - General Services And Support         0           0ccupations         11.122           11030 - Cleaner Vehicles         14.34           11060 - Elevator Operator         14.34           11060 - Furniture Refinisher Helper         17.60           11270 - Tractor Operator		19.45
05310 - Painter Automotive         22.30           05340 - Radiator Repair Specialist         20.88           05400 - Transmission Repair         23.69           Specialist         23.69           O7000 - Food Preparation And Service         Occupations           07010 - Baker         15.97           07011 - Cook I         16.22           07041 - Cook II         18.77           07070 - Dishwasher         12.72           07130 - Food Service Worker         14.67           07260 - Waiter/Waitress         11.72           09000 - Furniture Maintenance And         Repair Occupations           09010 - Electrostatic Spray Painter         19.06           09040 - Furniture Refinisher         19.06           09040 - Furniture Refinisher Helper         17.49           09110 - Electrostatic Spray Painter         19.06           09040 - Furniture Refinisher Molor         19.91           09130 - Upholsterer         19.06           11000 - General Services And Support         Occupations           11030 - Cleaner Vehicles         14.34           11060 - Elevator Operator         14.34           11090 - Gardener         24.12           11122 - Housekeeping Aide         16.15           11210 - Laborer Grounds Mainte		
05340 - Radiator Repair Specialist         20.88           05370 - Tire Repairer         14.98           05400 - Transmission Repair         23.69           Specialist         7000 - Food Preparation And Service           Occupations         07010 - Baker         15.97           07011 - Cook I         16.22           0702 - Cook II         18.27           0703 - Dishwasher         12.72           07130 - Food Service Worker         14.67           07210 - Meat Cutter         17.39           07260 - Waiter/Waitress         11.72           09000 - Furniture Maintenance And         Repair Occupations           09010 - Electrostatic Spray Painter         19.06           09040 - Furniture Refinisher         19.06           09050 - Furniture Refinisher Helper         17.49           09110 - Furniture Repairer Minor         19.91           09130 - Upholsterer         19.06           11000 - Gardener         24.12           11122 - Housekeeping Aide         16.15           11120 - Laborer Grounds Maintenance         18.87           11240 - Maid or Houseman         13.79           11240 - Maid or Houseman         13.79           11240 - Maid or Houseman         13.79           11240 - Maid or Housem		
05370 - Tire Repairer         14.98           05400 - Transmission Repair         23.69           Specialist         07000 - Food Preparation And Service           Occupations         07010 - Baker           07010 - Baker         15.97           07041 - Cook I         16.22           07042 - Cook II         18.77           07070 - Dishwasher         12.72           07130 - Food Service Worker         14.67           07210 - Meat Cutter         17.39           07260 - Waiter/Waitress         11.72           09000 - Furniture Maintenance And         Repair Occupations           09010 - Electrostatic Spray Painter         19.06           09090 - Furniture Refinisher Helper         17.49           09110 - Furniture Refinisher Minor         19.91           09100 - General Services And Support         Ccupations           11030 - Cleaner Vehicles         14.34           11060 - Elevator Operator         14.34           11050 - Janitor         16.15           111210 - Laborer Grounds Maintenance         18.87           11240 - Maid or Houseman         13.79           11260 - Pruner         17.60           11270 - Tractor Operator         22.22           11330 - Trail Maintenance Worker         18.		
05400 - Transmission Repair         23.69           Specialist         7000           07000 - Food Preparation And Service         Occupations           07010 - Baker         15.97           07041 - Cook I         16.22           07042 - Cook II         18.77           07070 - Dishwasher         12.72           07130 - Food Service Worker         14.67           07210 - Meat Cutter         17.39           07260 - Waiter/Waitress         11.72           09000 - Furniture Maintenance And         Repair Occupations           09010 - Electrostatic Spray Painter         19.06           09040 - Furniture Refinisher Helper         17.49           09110 - Furniture Repairer Minor         19.91           09130 - Upholsterer         19.06           11000 - General Services And Support         Occupations           11030 - Cleaner Vehicles         14.34           11060 - Elevator Operator         14.34           11150 - Janitor         16.15           11121 - Laborer Grounds Maintenance         18.87           11200 - Meid or Houseman         13.79           11260 - Pruner         17.60           11270 - Tractor Operator         22.22           11330 - Trail Maintenance Worker         18.87     <		
Specialist           07000 - Food Preparation And Service           Occupations           07010 - Baker         15.97           07041 - Cook I         16.22           07042 - Cook II         18.77           07070 - Dishwasher         12.72           07130 - Food Service Worker         14.67           07210 - Meat Cutter         17.33           07260 - Waiter/Waitress         11.72           09000 - Furniture Maintenance And         Repair Occupations           09010 - Electrostatic Spray Painter         19.06           09080 - Furniture Refinisher         19.06           09090 - Furniture Refinisher         19.06           09010 - Furniture Refinisher         19.06           09030 - Furniture Repairer Minor         19.91           09130 - Upholsterer         19.06           11030 - Cleaner Vehicles         14.34           11060 - Elevator Operator         14.34           11050 - Gardener         24.12           11122 - Housekeeping Aide         16.15           11210 - Laborer Grounds Maintenance         18.87           11240 - Maid or Houseman         13.79           12010 - Tractor Operator         22.22           11330 - Trail Maintenance Worker         18.87 <t< th=""><th>-</th><th></th></t<>	-	
07000 - Food Preparation And Service           Occupations           07010 - Baker         15.97           07041 - Cook I         16.22           07042 - Cook II         18.77           07070 - Dishwasher         12.72           07100 - Meat Cutter         17.39           07260 - Waiter/Waitress         11.72           09000 - Furniture Maintenance And         Repair Occupations           09010 - Electrostatic Spray Painter         19.06           09040 - Furniture Refinisher         19.06           09030 - Furniture Refinisher         19.06           09100 - Furniture Refinisher         19.06           09100 - General Services And Support         00           0ccupations         11030 - Cleaner Vehicles         14.34           11020 - Gardener         24.12           11122 - Housekeeping Aide         16.15           11210 - Laborer Grounds Maintenance         18.87           11240 - Maid or Houseman         13.79           11260 - Pruner         17.60           11270 - Tractor Operator         22.22           11360 - Window Clea	-	23.69
Occupations         15.97           07010 - Baker         15.97           07041 - Cook I         16.22           07042 - Cook II         18.77           07070 - Dishwasher         12.72           07130 - Food Service Worker         14.67           07210 - Meat Cutter         17.39           07260 - Waiter/Waitress         11.72           09000 - Furniture Maintenance And         Repair Occupations           09010 - Electrostatic Spray Painter         19.06           09080 - Furniture Refinisher         19.06           09090 - Furniture Refinisher         19.06           09010 - Furniture Refinisher Helper         17.49           09110 - Furniture Repairer Minor         19.91           09110 - Furniture Repairer Minor         19.06           11000 - General Services And Support         0           Occupations         11030 - Cleaner Vehicles         14.34           11000 - Gardener         24.12         11122 - Housekeeping Aide         16.15           11120 - Laborer Grounds Maintenance         18.87         11.379           11240 - Maid or Houseman         13.79         11260 - Fruner         17.60           11270 - Tractor Operator         22.22         11330 - Trail Maintenance Worker         18.87 <t< th=""><th>-</th><th></th></t<>	-	
07010 - Baker       15.97         07041 - Cook I       16.22         07042 - Cook II       18.77         07070 - Dishwasher       12.72         07130 - Food Service Worker       14.67         07210 - Meat Cutter       17.39         07260 - Waiter/Waitress       11.72         09000 - Furniture Maintenance And       Repair Occupations         09010 - Electrostatic Spray Painter       19.06         09080 - Furniture Refinisher       19.06         09090 - Furniture Refinisher Helper       17.49         09110 - Furniture Refinisher Helper       19.06         100010 - General Services And Support       0         Occupations       11.030         11000 - Gardener       14.34         11000 - Elevator Operator       14.34         11000 - Gardener       14.34         11200 - Janitor       16.15         11121 - Laborer Grounds Maintenance       18.87         11240 - Maid or Houseman       13.79         11260 - Pruner       17.60         11270 - Tractor Operator       18.87         12010 - Ambulance Driver       18.87         1211 - Breath Alcohol Technician       23.97         12010 - Ambulance Driver       18.67         12011 - Breat	-	
07041 - Cook I         16.22           07042 - Cook II         18.77           07070 - Dishwasher         12.72           07130 - Food Service Worker         14.67           07210 - Meat Cutter         17.39           07260 - Waiter/Waitress         11.72           09000 - Furniture Maintenance And         Repair Occupations           09010 - Electrostatic Spray Painter         19.06           09040 - Furniture Refinisher         19.06           09090 - Furniture Refinisher         19.06           09090 - Furniture Repairer Minor         19.91           09110 - Furniture Repairer Minor         19.91           09130 - Upholsterer         19.06           11000 - General Services And Support         0           0ccupations         11030 - Cleaner Vehicles         14.34           11090 - Gardener         24.12         11122           11122 - Housekeeping Aide         16.15         11210 - Laborer Grounds Maintenance         18.87           11240 - Maid or Houseman         13.79         1260         9runer           11260 - Pruner         16.91         12000 - Health Occupations         122.22           11330 - Trail Maintenance Worker         18.87         13.67           12010 - Ambulance Driver         18.67		
07042 - Cook II         18.77           07070 - Dishwasher         12.72           07130 - Food Service Worker         14.67           07210 - Meat Cutter         17.39           07260 - Waiter/Waitress         11.72           09000 - Furniture Maintenance And         Repair Occupations           09010 - Electrostatic Spray Painter         19.06           09080 - Furniture Handler         15.90           09080 - Furniture Refinisher         19.06           09090 - Furniture Refinisher Helper         17.49           09110 - Furniture Repairer Minor         19.91           09130 - Upholsterer         19.06           11000 - General Services And Support         Occupations           11030 - Cleaner Vehicles         14.34           11060 - Elevator Operator         14.34           11020 - Gardener         24.12           11122 - Housekeeping Aide         16.15           11210 - Laborer Grounds Maintenance         18.87           11260 - Pruner         17.60           11270 - Tractor Operator         22.22           11330 - Trail Maintenance Worker         18.87           12010 - Ambulance Driver         18.67           12011 - Breath Alcohol Technician         23.97           12012 - Certified Occupatio		
07070 - Dishwasher         12.72           07130 - Food Service Worker         14.67           07210 - Meat Cutter         17.39           07260 - Waiter/Waitress         11.72           09000 - Furniture Maintenance And         Repair Occupations           09010 - Electrostatic Spray Painter         19.06           09040 - Furniture Refinisher         19.06           09090 - Furniture Refinisher         19.06           09010 - Electrostatic Spray Painter         19.06           09090 - Furniture Refinisher Helper         17.49           09110 - Furniture Refinisher Helper         19.06           1000 - General Services And Support         0           Occupations         11.72           11030 - Cleaner Vehicles         14.34           11060 - Elevator Operator         14.34           11090 - Gardener         24.12           11122 - Housekeeping Aide         16.15           11210 - Laborer Grounds Maintenance         18.87           11240 - Pruner         17.60           11270 - Tractor Operator         22.22           11330 - Trail Maintenance Worker         18.87           12010 - Ambulance Driver         18.67           12010 - Mulance Driver         18.67           12010 - Ambulance Driver		
07130 - Food Service Worker       14.67         07210 - Meat Cutter       17.39         07260 - Waiter/Waitress       11.72         09000 - Furniture Maintenance And       Repair Occupations         09010 - Electrostatic Spray Painter       19.06         09040 - Furniture Handler       15.90         09080 - Furniture Refinisher       19.06         09090 - Furniture Refinisher Helper       17.49         09110 - Furniture Repairer Minor       19.91         09130 - Upholsterer       19.06         11000 - General Services And Support       0         Occupations       11.030         11030 - Cleaner Vehicles       14.34         11090 - Gardener       24.12         11122 - Housekeeping Aide       16.15         11210 - Laborer Grounds Maintenance       18.87         11240 - Maid or Houseman       13.79         11260 - Pruner       17.60         11270 - Tractor Operator       22.22         1130 - Trail Maintenance Worker       18.87         12000 - Health Occupations       12010         12010 - Ambulance Driver       18.67         12010 - Ambulance Driver       18.67         12010 - Certified Occupational       32.89         Therapist Assistant       21.17<		
07210 - Meat Cutter       17.39         07260 - Waiter/Waitress       11.72         09000 - Furniture Maintenance And       Repair Occupations         09010 - Electrostatic Spray Painter       19.06         09040 - Furniture Handler       15.90         09080 - Furniture Refinisher       19.06         09090 - Furniture Refinisher Helper       17.49         09110 - Furniture Refinisher Minor       19.06         10010 - General Services And Support       0         Occupations       11130         11030 - Cleaner Vehicles       14.34         11090 - Gardener       24.12         11122 - Housekeeping Aide       16.15         11210 - Laborer Grounds Maintenance       18.87         11240 - Maid or Houseman       13.79         11260 - Pruner       17.60         11270 - Tractor Operator       22.22         11330 - Trail Maintenance Worker       18.67         12010 - Health Occupations       12.01         12010 - Health Occupational       23.97         12010 - Certified Occupational       23.97         12015 - Certified Physical Therapist       26.81         Assistant       21.17         12020 - Dental Assistant       21.17         12020 - Dental Assistant       <		
07260 - Waiter/Waitress       11.72         09000 - Furniture Maintenance And       Repair Occupations         09010 - Electrostatic Spray Painter       19.06         09040 - Furniture Handler       15.90         09080 - Furniture Refinisher       19.06         09090 - Furniture Refinisher Helper       17.49         09110 - Furniture Repairer Minor       19.91         09130 - Upholsterer       19.06         11000 - General Services And Support       00         Occupations       11.30         11030 - Cleaner Vehicles       14.34         11090 - Gardener       24.12         11122 - Housekeeping Aide       16.15         11210 - Laborer Grounds Maintenance       18.87         11240 - Maid or Houseman       13.79         11260 - Fruner       17.60         11270 - Tractor Operator       22.22         1130 - Trail Maintenance Worker       18.87         12000 - Health Occupations       12.01         12010 - Ambulance Driver       18.67         12010 - Ambulance Driver       18.67         12010 - Certified Occupational       32.89         Therapist Assistant       21.17         12025 - Dental Hygienist       26.81         Assistant       21.17 <th></th> <th></th>		
09000 - Furniture Maintenance And Repair Occupations09010 - Electrostatic Spray Painter19.0609040 - Furniture Handler15.9009080 - Furniture Refinisher19.0609090 - Furniture Refinisher Helper17.4909110 - Furniture Repairer Minor19.9109130 - Upholsterer19.0611000 - General Services And Support00Occupations14.3411060 - Elevator Operator14.3411090 - Gardener24.1211122 - Housekeeping Aide16.1511150 - Janitor16.1511240 - Maid or Houseman13.7911260 - Pruner17.6011270 - Tractor Operator22.2211330 - Trail Maintenance Worker18.8711360 - Window Cleaner16.9112010 - Ambulance Driver18.6712011 - Breath Alcohol Technician23.9712012 - Certified Occupational32.89Therapist Assistant21.1712025 - Dental Assistant21.1712030 - EKG Technician39.6812035 - Electroneurodiagnostic39.68		
Repair Occupations         19.06           09010 - Electrostatic Spray Painter         19.06           09040 - Furniture Handler         15.90           09080 - Furniture Refinisher         19.06           09090 - Furniture Refinisher Helper         17.49           09110 - Furniture Repairer Minor         19.91           09130 - Upholsterer         19.06           11000 - General Services And Support         0           Occupations         14.34           11060 - Elevator Operator         14.34           11090 - Gardener         24.12           11122 - Housekeeping Aide         16.15           11210 - Laborer Grounds Maintenance         18.87           11240 - Maid or Houseman         13.79           11260 - Pruner         17.60           11270 - Tractor Operator         22.22           11330 - Trail Maintenance Worker         18.87           12000 - Health Occupations         12.01           12010 - Ambulance Driver         18.67           12011 - Breath Alcohol Technician         23.97           12012 - Certified Occupational         22.89           Therapist Assistant         21.17           12025 - Dental Hygienist         43.73           12030 - EKG Technician         39.68 </th <th></th> <th>11.72</th>		11.72
09010 - Electrostatic Spray Painter         19.06           09040 - Furniture Handler         15.90           09080 - Furniture Refinisher         19.06           09090 - Furniture Refinisher Helper         17.49           09110 - Furniture Repairer Minor         19.91           09130 - Upholsterer         19.06           11000 - General Services And Support         0           Occupations         14.34           11050 - Elevator Operator         14.34           11090 - Gardener         24.12           11122 - Housekeeping Aide         16.15           11150 - Janitor         16.15           11210 - Laborer Grounds Maintenance         18.87           11240 - Maid or Houseman         13.79           11260 - Pruner         17.60           11270 - Tractor Operator         22.22           11330 - Trail Maintenance Worker         18.87           12000 - Health Occupations         12010 - Ambulance Driver           12010 - Ambulance Driver         18.67           12011 - Breath Alcohol Technician         23.97           12012 - Certified Occupational         32.89           Therapist Assistant         12.17           12025 - Dental Hygienist         43.73           12030 - EKG Technician         3		
09040 - Furniture Handler         15.90           09080 - Furniture Refinisher         19.06           09090 - Furniture Refinisher Helper         17.49           09110 - Furniture Repairer Minor         19.91           09130 - Upholsterer         19.06           11000 - General Services And Support         00           Occupations         14.34           11060 - Elevator Operator         14.34           11090 - Gardener         24.12           11122 - Housekeeping Aide         16.15           11210 - Laborer Grounds Maintenance         18.87           11240 - Maid or Houseman         13.79           11260 - Pruner         17.60           11270 - Tractor Operator         22.22           11330 - Trail Maintenance Worker         18.87           12000 - Health Occupations         12.011 - Breath Alcohol Technician         23.97           12011 - Breath Alcohol Technician         23.97         12012 - Certified Occupational         32.89           Therapist Assistant         12025 - Dental Hygienist         26.81         Assistant           12025 - Dental Hygienist         43.73         12030 - EKG Technician         39.68           12030 - EKG Technician         39.68         39.68         39.68		
09080 - Furniture Refinisher       19.06         09090 - Furniture Refinisher Helper       17.49         09110 - Furniture Repairer Minor       19.91         09130 - Upholsterer       19.06         11000 - General Services And Support       0         Occupations       14.34         11060 - Elevator Operator       14.34         11090 - Gardener       24.12         11122 - Housekeeping Aide       16.15         11210 - Laborer Grounds Maintenance       18.87         11240 - Maid or Houseman       13.79         11260 - Pruner       17.60         11270 - Tractor Operator       22.22         11330 - Trail Maintenance Worker       18.87         12000 - Health Occupations       11200         12010 - Ambulance Driver       18.67         12011 - Breath Alcohol Technician       23.97         12012 - Certified Occupational       32.89         Therapist Assistant       11         12025 - Dental Assistant       21.17         12025 - Dental Hygienist       43.73         12030 - EKG Technician       39.68         12030 - EKG Technician       39.68	= =	
09090 - Furniture Refinisher Helper         17.49           09110 - Furniture Repairer Minor         19.91           09130 - Upholsterer         19.06           11000 - General Services And Support         Occupations           0000 - General Services And Support         Occupations           11030 - Cleaner Vehicles         14.34           11060 - Elevator Operator         14.34           11090 - Gardener         24.12           11122 - Housekeeping Aide         16.15           11150 - Janitor         16.15           11210 - Laborer Grounds Maintenance         18.87           11260 - Pruner         17.60           11270 - Tractor Operator         22.22           11330 - Trail Maintenance Worker         18.87           12000 - Health Occupations         110.91           12000 - Health Occupations         12011 - Breath Alcohol Technician           12010 - Ambulance Driver         18.67           12011 - Breath Alcohol Technician         23.97           12012 - Certified Occupational         32.89           Therapist Assistant         11           12025 - Dental Assistant         21.17           12025 - Dental Assistant         21.17           12025 - Dental Hygienist         43.73           12030 -		
09110 - Furniture Repairer Minor       19.91         09130 - Upholsterer       19.06         11000 - General Services And Support       19.06         0ccupations       14.34         11030 - Cleaner Vehicles       14.34         11060 - Elevator Operator       14.34         11090 - Gardener       24.12         11122 - Housekeeping Aide       16.15         11150 - Janitor       16.15         11210 - Laborer Grounds Maintenance       18.87         11240 - Maid or Houseman       13.79         11260 - Pruner       17.60         11270 - Tractor Operator       22.22         11330 - Trail Maintenance Worker       18.87         11260 - Window Cleaner       16.91         12000 - Health Occupations       12.010         12010 - Ambulance Driver       18.67         12011 - Breath Alcohol Technician       23.97         12012 - Certified Occupational       32.89         Therapist Assistant       11         12015 - Certified Physical Therapist       26.81         Assistant       21.17         12020 - Dental Assistant       21.17         12025 - Dental Hygienist       43.73         12030 - EKG Technician       39.68         12035 - Electron		
09130 - Upholsterer       19.06         11000 - General Services And Support         Occupations         11030 - Cleaner Vehicles       14.34         11060 - Elevator Operator       14.34         11090 - Gardener       24.12         11122 - Housekeeping Aide       16.15         11150 - Janitor       16.15         11210 - Laborer Grounds Maintenance       18.87         11260 - Pruner       17.60         11270 - Tractor Operator       22.22         11330 - Trail Maintenance Worker       18.87         11360 - Window Cleaner       16.91         12010 - Health Occupations       12010 - Health Alcohol Technician         12011 - Breath Alcohol Technician       23.97         12012 - Certified Occupational       32.89         Therapist Assistant       11015 - Certified Physical Therapist         12020 - Dental Assistant       21.17         12020 - Dental Assistant       21.17         12020 - Dental Assistant       21.17         12030 - EKG Technician       39.68         12030 - EKG Technician       39.68         12035 - Electroneurodiagnostic       39.68	-	
11000 - General Services And Support         Occupations         11030 - Cleaner Vehicles       14.34         11060 - Elevator Operator       14.34         11090 - Gardener       24.12         11122 - Housekeeping Aide       16.15         11150 - Janitor       16.15         11210 - Laborer Grounds Maintenance       18.87         11240 - Maid or Houseman       13.79         11260 - Pruner       17.60         11270 - Tractor Operator       22.22         11330 - Trail Maintenance Worker       18.87         11360 - Window Cleaner       16.91         12010 - Health Occupations       1         12010 - Ambulance Driver       18.67         12011 - Breath Alcohol Technician       23.97         12012 - Certified Occupational       32.89         Therapist Assistant       21.17         12020 - Dental Assistant       21.17         12020 - Dental Assistant       21.17         12030 - EKG Technician       39.68         12030 - EKG Technician       39.68	_	
Occupations           11030 - Cleaner Vehicles         14.34           11060 - Elevator Operator         14.34           11090 - Gardener         24.12           11122 - Housekeeping Aide         16.15           11120 - Janitor         16.15           11210 - Laborer Grounds Maintenance         18.87           11240 - Maid or Houseman         13.79           11260 - Pruner         17.60           11270 - Tractor Operator         22.22           11330 - Trail Maintenance Worker         18.87           11260 - Window Cleaner         16.91           12000 - Health Occupations         16.91           12010 - Ambulance Driver         18.67           12011 - Breath Alcohol Technician         23.97           12012 - Certified Occupational         32.89           Therapist Assistant         21.17           12020 - Dental Assistant         21.17           12020 - Dental Assistant         21.17           12030 - EKG Technician         39.68           12030 - EKG Technician         39.68	-	19.06
11030 - Cleaner Vehicles       14.34         11060 - Elevator Operator       14.34         11090 - Gardener       24.12         11122 - Housekeeping Aide       16.15         11120 - Janitor       16.15         11210 - Laborer Grounds Maintenance       18.87         11240 - Maid or Houseman       13.79         11260 - Pruner       17.60         11270 - Tractor Operator       22.22         11330 - Trail Maintenance Worker       18.87         11260 - Window Cleaner       16.91         12000 - Health Occupations       16.91         12010 - Ambulance Driver       18.67         12011 - Breath Alcohol Technician       23.97         12012 - Certified Occupational       32.89         Therapist Assistant       21.17         12020 - Dental Assistant       21.17         12020 - Dental Assistant       21.17         12030 - EKG Technician       39.68         12030 - EKG Technician       39.68		
11060 - Elevator Operator       14.34         11090 - Gardener       24.12         11122 - Housekeeping Aide       16.15         11120 - Janitor       16.15         11210 - Laborer Grounds Maintenance       18.87         11240 - Maid or Houseman       13.79         11260 - Pruner       17.60         11270 - Tractor Operator       22.22         11330 - Trail Maintenance Worker       18.87         11360 - Window Cleaner       16.91         12000 - Health Occupations       18.67         12010 - Ambulance Driver       18.67         12011 - Breath Alcohol Technician       23.97         12012 - Certified Occupational       32.89         Therapist Assistant       21.17         12020 - Dental Assistant       21.17         12020 - Dental Assistant       21.17         12030 - EKG Technician       39.68         12030 - EKG Technician       39.68	-	
11090 - Gardener       24.12         11122 - Housekeeping Aide       16.15         11120 - Janitor       16.15         11210 - Laborer Grounds Maintenance       18.87         11240 - Maid or Houseman       13.79         11260 - Pruner       17.60         11270 - Tractor Operator       22.22         11330 - Trail Maintenance Worker       18.87         11260 - Window Cleaner       16.91         12000 - Health Occupations       16.91         12010 - Ambulance Driver       18.67         12011 - Breath Alcohol Technician       23.97         12012 - Certified Occupational       32.89         Therapist Assistant       21.17         12020 - Dental Assistant       21.17         12020 - Dental Assistant       21.17         12030 - EKG Technician       39.68         12030 - EKG Technician       39.68		
11122 - Housekeeping Aide       16.15         11150 - Janitor       16.15         11210 - Laborer Grounds Maintenance       18.87         11240 - Maid or Houseman       13.79         11260 - Pruner       17.60         11270 - Tractor Operator       22.22         11330 - Trail Maintenance Worker       18.87         11360 - Window Cleaner       16.91         12000 - Health Occupations       16.91         12010 - Ambulance Driver       18.67         12011 - Breath Alcohol Technician       23.97         12012 - Certified Occupational       32.89         Therapist Assistant       21.17         12020 - Dental Assistant       21.17         12025 - Dental Hygienist       43.73         12030 - EKG Technician       39.68         12035 - Electroneurodiagnostic       39.68		
11150 - Janitor       16.15         11210 - Laborer Grounds Maintenance       18.87         11240 - Maid or Houseman       13.79         11260 - Pruner       17.60         11270 - Tractor Operator       22.22         11330 - Trail Maintenance Worker       18.87         11360 - Window Cleaner       16.91         12000 - Health Occupations       16.91         12010 - Ambulance Driver       18.67         12011 - Breath Alcohol Technician       23.97         12012 - Certified Occupational       32.89         Therapist Assistant       21.17         12020 - Dental Assistant       21.17         12025 - Dental Hygienist       43.73         12030 - EKG Technician       39.68         12035 - Electroneurodiagnostic       39.68		
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11270 - Tractor Operator       22.22         11330 - Trail Maintenance Worker       18.87         11360 - Window Cleaner       16.91         12000 - Health Occupations       18.67         12010 - Ambulance Driver       18.67         12011 - Breath Alcohol Technician       23.97         12012 - Certified Occupational       32.89         Therapist Assistant       26.81         Assistant       21.17         12020 - Dental Assistant       21.17         12025 - Dental Hygienist       43.73         12030 - EKG Technician       39.68         12035 - Electroneurodiagnostic       39.68		
11330 - Trail Maintenance Worker       18.87         11360 - Window Cleaner       16.91         12000 - Health Occupations       16.91         12010 - Ambulance Driver       18.67         12011 - Breath Alcohol Technician       23.97         12012 - Certified Occupational       32.89         Therapist Assistant       26.81         12020 - Dental Assistant       21.17         12020 - Dental Assistant       21.17         12020 - Dental Hygienist       43.73         12030 - EKG Technician       39.68         12035 - Electroneurodiagnostic       39.68		
11360 - Window Cleaner       16.91         12000 - Health Occupations       18.67         12010 - Ambulance Driver       18.67         12011 - Breath Alcohol Technician       23.97         12012 - Certified Occupational       32.89         Therapist Assistant       26.81         12020 - Certified Physical Therapist       26.81         Assistant       21.17         12020 - Dental Assistant       21.17         12025 - Dental Hygienist       43.73         12030 - EKG Technician       39.68         12035 - Electroneurodiagnostic       39.68	—	
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12025 - Dental Hygienist       43.73         12030 - EKG Technician       39.68         12035 - Electroneurodiagnostic       39.68		
12030 - EKG Technician         39.68           12035 - Electroneurodiagnostic         39.68		
<b>12035 - Electroneurodiagnostic</b> 39.68		
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Technologist	-	39.68
	Technologist	

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12040 - Emergency Medical Technician	18.67
12071 - Licensed Practical Nurse I	21.47
12072 - Licensed Practical Nurse II	24.01
12073 - Licensed Practical Nurse III	26.77
12100 - Medical Assistant	19.12
12130 - Medical Laboratory	27.03
Technician	10.00
12160 - Medical Record Clerk	18.30
12190 - Medical Record Technician	20.46
12195 - Medical Transcriptionist	21.47
12210 - Nuclear Medicine	52.77
Technologist	10 54
12221 - Nursing Assistant I	12.54
12222 - Nursing Assistant II	14.09
12223 - Nursing Assistant III	15.37
12224 - Nursing Assistant IV	17.27
12235 - Optical Dispenser	21.09
12236 - Optical Technician	20.69
12250 - Pharmacy Technician	18.20
12280 - Phlebotomist	17.87
12305 - Radiologic Technologist	34.16
12311 - Registered Nurse I	29.98
12312 - Registered Nurse II	36.67
12313 - Registered Nurse II	36.67
Specialist	
12314 - Registered Nurse III	43.96
12315 - Registered Nurse III	43.96
Anesthetist	
12316 - Registered Nurse IV	53.17
12317 - Scheduler (Drug and Alcohol	29.74
Testing)	
12320 - Substance Abuse Treatment	27.66
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	24.57
13012 - Exhibits Specialist II	30.45
13013 - Exhibits Specialist III	37.24
13041 - Illustrator I	25.61
13042 - Illustrator II	30.75
13043 - Illustrator III	37.62
13047 - Librarian	35.13
13050 - Library Aide/Clerk	16.91
13054 - Library Information	31.73
Technology Systems	
Administrator	
13058 - Library Technician	19.57
13061 - Media Specialist I	22.89
13062 - Media Specialist II	25.61
13063 - Media Specialist III	28.55

13071 - Photographer I		20.04
13072 - Photographer II		22.41
13073 - Photographer III		27.76
13074 - Photographer IV		34.57
13075 - Photographer V		41.82
13090 - Technical Order Library		21.04
Clerk		
13110 - Video Teleconference		27.62
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		19.59
14042 - Computer Operator II		21.92
14043 - Computer Operator III		24.43
14044 - Computer Operator IV		27.16
14045 - Computer Operator V		31.42
14071 - Computer Programmer I	(see 1)	24.31
14072 - Computer Programmer II	(see 1)	21101
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14102 - Computer Systems Analyst I	(see 1)	
14102 Computer Systems Analyst II 14103 - Computer Systems Analyst III		
14150 - Peripheral Equipment	(366 1)	19.59
Operator		19.59
14160 - Personal Computer Support		27.16
Technician		27.10
		20 E2
14170 - System Support Specialist		32.53
15000 - Instructional Occupations		35.58
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.30
		12.00
15020 - Aircrew Training Devices		43.06
Instructor (Rated)		40 1 5
15030 - Air Crew Training Devices		49.15
Instructor (Pilot)		
15050 - Computer Based Training		35.58
Specialist / Instructor		
15060 - Educational Technologist		34.29
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		28.54
15085 - Maintenance Test Pilot Fixed		46.65
Jet/Prop		
15086 - Maintenance Test Pilot		46.65
Rotary Wing		
15088 - Non-Maintenance Test/Co-		46.65
Pilot		
15090 - Technical Instructor		30.08
15095 - Technical Instructor/Course		36.80
Developer		
15110 - Test Proctor		24.28

	04 00
15120 - Tutor	24.28
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	14.69
16030 - Counter Attendant	14.69
16040 - Dry Cleaner	16.80
16070 - Finisher Flatwork Machine	14.69
16090 - Presser Hand	14.69
16110 - Presser Machine Drycleaning	14.69
16130 - Presser Machine Shirts	14.69
16160 - Presser Machine Wearing	14.69
Apparel Laundry	11.05
16190 - Sewing Machine Operator	17.77
16220 - Tailor	18.88
16250 - Washer Machine	15.39
19000 - Machine Tool Operation And	10.00
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.89
Room)	21.09
19040 - Tool And Die Maker	30.02
21000 - Materials Handling And Packing	00.01
Occupations	
21020 - Forklift Operator	18.08
21030 - Material Coordinator	27.15
21040 - Material Expediter	27.15
21050 - Material Handling Laborer	17.36
21071 - Order Filler	15.74
21080 - Production Line Worker (Food	18.08
Processing)	
21110 - Shipping Packer	18.21
21130 - Shipping/Receiving Clerk	18.21
21140 - Store Worker I	15.21
21150 - Stock Clerk	18.43
21210 - Tools And Parts Attendant	18.08
21410 - Warehouse Specialist	18.08
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.11
23019 - Aircraft Logs and Records	23.48
Technician	
23021 - Aircraft Mechanic I	28.61
23022 - Aircraft Mechanic II	30.11
23023 - Aircraft Mechanic III	31.36
23040 - Aircraft Mechanic Helper	20.08
23050 - Aircraft Painter	26.93
23060 - Aircraft Servicer	23.48
23070 - Aircraft Survival Flight	26.93
Equipment Technician	
23080 - Aircraft Worker	25.22

23091 - Aircrew Life Support	25.22
Equipment (ALSE) Mechanic	
I	0.0 (1
23092 - Aircrew Life Support	28.61
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	30.37
23120 - Bicycle Repairer	20.14
23125 - Cable Splicer	36.99
23130 - Carpenter Maintenance	24.24
23140 - Carpet Layer	23.31
23160 - Electrician Maintenance	28.18
23181 - Electronics Technician	26.64
Maintenance I	
23182 - Electronics Technician	28.44
Maintenance II	
23183 - Electronics Technician	30.22
Maintenance III	
23260 - Fabric Worker	21.71
23290 - Fire Alarm System Mechanic	26.45
23310 - Fire Extinguisher Repairer	20.14
23311 - Fuel Distribution System	27.81
Mechanic	
23312 - Fuel Distribution System	21.17
Operator	
23370 - General Maintenance Worker	22.19
23380 - Ground Support Equipment	28.61
Mechanic	
23381 - Ground Support Equipment	23.48
Servicer	
23382 - Ground Support Equipment	25.22
Worker	
23391 - Gunsmith I	20.14
23392 - Gunsmith II	23.31
23393 - Gunsmith III	26.45
23410 - Heating Ventilation And Air-	30.79
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	32.40
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.45
23440 - Heavy Equipment Operator	24.75
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.52
23510 - Locksmith	24.89
23530 - Machinery Maintenance	29.79
Mechanic	23.13
23550 - Machinist Maintenance	26.97
	20.71

23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.99
23593 - Metrology Technician III	31.21
23640 - Millwright	26.45
23710 - Office Appliance Repairer	26.58
23760 - Painter Maintenance	19.75
23790 - Pipefitter Maintenance	26.94
23810 - Plumber Maintenance	25.35
23820 - Pneudraulic Systems Mechanic	26.45
23850 - Rigger	26.45
23870 - Scale Mechanic	23.31
23890 - Sheet-Metal Worker	22.94
Maintenance	
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic	32.77
I	
23932 - Telecommunications Mechanic	34.49
II	
23950 - Telephone Lineman	26.45
23960 - Welder Combination	26.15
Maintenance	
23965 - Well Driller	26.45
23970 - Woodcraft Worker	26.45
23980 - Woodworker	20.14
24000 - Personal Needs Occupations	
24550 - Case Manager	17.61
24570 - Child Care Attendant	15.92
24580 - Child Care Center Clerk	19.84
24610 - Chore Aide	15.74
24620 - Family Readiness And Support	17.61
Services	
Coordinator	
24630 - Homemaker	17.61
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.51
25040 - Sewage Plant Operator	29.03
25070 - Stationary Engineer	30.51
25190 - Ventilation Equipment Tender	21.28
25210 - Water Treatment Plant	29.03
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.82
27007 - Baggage Inspector	15.83
27008 - Corrections Officer	34.21
27010 - Court Security Officer	35.13
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	34.21
27070 - Firefighter	35.13

27101 - Guard I			
			15.83
27102 - Guard II			21.32
27131 - Police Officer I			37.62
27132 - Police Officer II			41.80
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.80
28042 - Carnival Equipment Repairer			17.15
28043 - Carnival Worker			12.39
28210 - Gate Attendant/Gate Tender			18.04
28310 - Lifeguard			13.17
28350 - Park Attendant (Aide)			20.18
28510 - Recreation Aide/Health			14.72
Facility Attendant			
28515 - Recreation Specialist			23.61
28630 - Sports Official			16.06
28690 - Swimming Pool Operator			19.84
29000 - Stevedoring/Longshoremen			10.01
Occupational Services			
29010 - Blocker And Bracer			23.50
29020 - Hatch Tender			23.50
29020 - Line Handler			23.50
29041 - Stevedore I			21.91
29042 - Stevedore II			25.48
30000 - Technical Occupations	,	0.)	
30010 - Air Traffic Control	(see	2)	44.17
Specialist Center (HFO)			
			0010
30011 - Air Traffic Control	(see	2)	30.46
Specialist Station (HFO)	(see	2)	
Specialist Station (HFO) 30012 - Air Traffic Control	(see	2)	30.46 33.54
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	(see	2)	33.54
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I	(see	2)	33.54 20.07
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II	(see	2)	<ul><li>33.54</li><li>20.07</li><li>22.44</li></ul>
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III	(see	2)	<ul><li>33.54</li><li>20.07</li><li>22.44</li><li>27.80</li></ul>
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician	(see	2)	33.54 20.07 22.44 27.80 27.80
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III	(see	2)	<ul><li>33.54</li><li>20.07</li><li>22.44</li><li>27.80</li></ul>
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician	(see	2)	33.54 20.07 22.44 27.80 27.80
Specialist Station (HFO) 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	(see	2)	33.54 20.07 22.44 27.80 27.80 32.39
Specialist Station (HFO) 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	(see	2)	33.54 20.07 22.44 27.80 27.80 32.39 30.79
Specialist Station (HFO) 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	(see	2)	33.54 20.07 22.44 27.80 27.80 32.39 30.79 34.01
Specialist Station (HFO) 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	(see	2)	33.54 20.07 22.44 27.80 27.80 32.39 30.79 34.01 20.07
Specialist Station (HFO) 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	(see	2)	33.54 20.07 22.44 27.80 27.80 32.39 30.79 34.01 20.07 22.44
Specialist Station (HFO) 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 30063 - Drafter/CAD Operator III	(see	2)	33.54 20.07 22.44 27.80 27.80 32.39 30.79 34.01 20.07 22.44 25.01
Specialist Station (HFO) 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 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV	(see	2)	33.54 20.07 22.44 27.80 32.39 30.79 34.01 20.07 22.44 25.01 31.50
Specialist Station (HFO) 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 III 30063 - Drafter/CAD Operator IV 30081 - Engineering Technician I	(see	2)	33.54 20.07 22.44 27.80 27.80 32.39 30.79 34.01 20.07 22.44 25.01 31.50 18.44
Specialist Station (HFO) 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 III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I	(see	2)	33.54 20.07 22.44 27.80 32.39 30.79 34.01 20.07 22.44 25.01 31.50 18.44 20.69
Specialist Station (HFO) 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 III 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	(see	2)	33.54 20.07 22.44 27.80 27.80 32.39 30.79 34.01 20.07 22.44 25.01 31.50 18.44 20.69 23.15
Specialist Station (HFO) 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 III 30064 - Drafter/CAD Operator III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V	(see	2)	33.54 20.07 22.44 27.80 32.39 30.79 34.01 20.07 22.44 25.01 31.50 18.44 20.69 23.15 28.69 35.09
Specialist Station (HFO) 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 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician III 30085 - Engineering Technician V 30086 - Engineering Technician V	(see	2)	33.54 20.07 22.44 27.80 32.39 30.79 34.01 20.07 22.44 25.01 31.50 18.44 20.69 23.15 28.69 35.09 42.45
Specialist Station (HFO) 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 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician III 30085 - Engineering Technician IV 30086 - Engineering Technician V 30090 - Environmental Technician	(see	2)	33.54 20.07 22.44 27.80 27.80 32.39 30.79 34.01 20.07 22.44 25.01 31.50 18.44 20.69 23.15 28.69 35.09 42.45 27.80
Specialist Station (HFO) 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 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30083 - Engineering Technician II 30084 - Engineering Technician III 30084 - Engineering Technician III 30085 - Engineering Technician V 30086 - Engineering Technician V	(see	2)	33.54 20.07 22.44 27.80 32.39 30.79 34.01 20.07 22.44 25.01 31.50 18.44 20.69 23.15 28.69 35.09 42.45

30221 - Latent Fingerprint	30.79
Technician I	
30222 - Latent Fingerprint	34.01
Technician II	
30240 - Mathematical Technician	32.21
30361 - Paralegal/Legal Assistant I	20.23
30362 - Paralegal/Legal Assistant II	25.06
30363 - Paralegal/Legal Assistant	30.66
III	
30364 - Paralegal/Legal Assistant IV	37.10
30375 - Petroleum Supply Specialist	34.01
30390 - Photo-Optics Technician	27.80
30395 - Radiation Control Technician	34.01
30461 - Technical Writer I	30.64
30462 - Technical Writer II	37.48
30463 - Technical Writer III	45.36
30491 - Unexploded Ordnance (UXO)	28.07
Technician I	20.07
30492 - Unexploded Ordnance (UXO)	33.96
Technician II	55.50
30493 - Unexploded Ordnance (UXO)	40.71
Technician III	40.71
30494 - Unexploded (UXO) Safety	28.07
Escort	20.07
	20.07
30495 - Unexploded (UXO) Sweep	28.07
Personnel	
30501 - Weather Forecaster I	30.79
30502 - Weather Forecaster II	37.46
<b>30620 - Weather Observer Combined</b> (see 2)	25.01
Upper Air Or	
Surface Programs	
<b>30621 - Weather Observer Senior</b> (see 2)	27.80
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	33.96
31020 - Bus Aide	15.32
31030 - Bus Driver	21.11
31043 - Driver Courier	16.84
31260 - Parking and Lot Attendant	12.94
31290 - Shuttle Bus Driver	18.27
31310 - Taxi Driver	16.02
31361 - Truckdriver Light	18.27
31362 - Truckdriver Medium	21.04
31363 - Truckdriver Heavy	21.57
31364 - Truckdriver Tractor-Trailer	21.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.56
99030 - Cashier	12.99
99050 - Desk Clerk	14.50
99095 - Embalmer	28.07
	20.01

99130 - Flight Follower	28.07
99251 - Laboratory Animal Caretaker	13.95
I	
99252 - Laboratory Animal Caretaker	15.14
II	
99260 - Marketing Analyst	35.25
99310 - Mortician	28.07
99410 - Pest Controller	23.56
99510 - Photofinishing Worker	14.75
99710 - Recycling Laborer	24.75
99711 - Recycling Specialist	29.84
99730 - Refuse Collector	22.23
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	16.33
99830 - Survey Party Chief	27.89
99831 - Surveying Aide	15.48
99832 - Surveying Technician	25.36
99840 - Vending Machine Attendant	20.14
99841 - Vending Machine Repairer	25.30
99842 - Vending Machine Repairer	20.14
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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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	C   WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5417
Daniel W. Simms Division of	Revision No.: 19
Director Wage Determination	ns  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: Colorado

Area: Colorado Counties of El Paso Teller

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.30
01013 - Accounting Clerk III		19.34
01020 - Administrative Assistant		25.05
01035 - Court Reporter		20.06
01041 - Customer Service		13.31
Representative I		
01042 - Customer Service		14.53
Representative II		

01043 - Customer Service		16.32
Representative III		15 60
01051 - Data Entry Operator I		15.69
01052 - Data Entry Operator II		17.12
01060 - Dispatcher Motor Vehicle		19.81
01070 - Document Preparation Clerk		16.81
01090 - Duplicating Machine Operator		16.81
01111 - General Clerk I		15.66
01112 - General Clerk II		17.08
01113 - General Clerk III		19.19
01120 - Housing Referral Assistant		21.30
01141 - Messenger Courier		13.55
01191 - Order Clerk I		15.05
01192 - Order Clerk II		16.42
01261 - Personnel Assistant		16.12
(Employment) I		
01262 - Personnel Assistant		18.03
(Employment) II		
01263 - Personnel Assistant		20.64
(Employment) III		
01270 - Production Control Clerk		26.61
01290 - Rental Clerk		15.78
01300 - Scheduler Maintenance		17.09
01311 - Secretary I		17.09
01312 - Secretary II		19.11
01313 - Secretary III		21.30
01320 - Service Order Dispatcher		17.10
01410 - Supply Technician		25.05
01420 - Survey Worker		18.07
01460 - Switchboard		14.83
Operator/Receptionist		
01531 - Travel Clerk I		16.55
01532 - Travel Clerk II		17.72
01533 - Travel Clerk III		18.65
01611 - Word Processor I		16.94
01612 - Word Processor II		19.02
01613 - Word Processor III		21.27
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		25.23
Fiberglass		
05010 - Automotive	Electrician	24.21
05040 - Automotive Glass Installer	Electrician	
VJV4V - AULOMOLIVE GIASS INSTALLET	Electrician	22.71
05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	22.71 22.71
	Electrician	
05070 - Automotive Worker	Electrician	22.71
05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	22.71 19.68
05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	22.71 19.68
05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	22.71 19.68 25.71
05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	22.71 19.68 25.71 22.71

05250 - Motor Vehicle Upholstery	21.21
Worker	00 71
05280 - Motor Vehicle Wrecker	22.71
05310 - Painter Automotive	24.21
05340 - Radiator Repair Specialist	22.71
05370 - Tire Repairer	14.12
05400 - Transmission Repair	25.71
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.39
07041 - Cook I	14.16
07042 - Cook II	16.34
07070 - Dishwasher	12.47
07130 - Food Service Worker	13.26
07210 - Meat Cutter	17.58
07260 - Waiter/Waitress	11.70
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	14.08
09080 - Furniture Refinisher	21.04
09090 - Furniture Refinisher Helper	15.80
09110 - Furniture Repairer Minor	18.43
09130 - Upholsterer	21.04
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.54
11060 - Elevator Operator	13.54
11090 - Gardener	19.06
11122 - Housekeeping Aide	13.98
11150 - Janitor	13.98
11210 - Laborer Grounds Maintenance	14.79
11240 - Maid or Houseman	13.08
11260 - Pruner	14.11
11270 - Tractor Operator	17.59
11330 - Trail Maintenance Worker	14.79
11360 - Window Cleaner	14.65
12000 - Health Occupations	
12010 - Ambulance Driver	17.96
12011 - Breath Alcohol Technician	20.67
12012 - Certified Occupational	27.33
Therapist Assistant	
12015 - Certified Physical Therapist	28.69
Assistant	
12020 - Dental Assistant	18.39
12025 - Dental Hygienist	37.84
12020 - EKG Technician	33.98
12035 - Electroneurodiagnostic	33.98
Technologist	55.50
TCOMOTOGTO C	

12040 - Emergency Medical Technician	17.96
12071 - Licensed Practical Nurse I	21.08
12072 - Licensed Practical Nurse II	23.57
12073 - Licensed Practical Nurse III	26.27
12100 - Medical Assistant	17.96
12130 - Medical Laboratory	27.32
Technician	
12160 - Medical Record Clerk	19.68
12190 - Medical Record Technician	22.01
12195 - Medical Transcriptionist	21.35
12210 - Nuclear Medicine	41.39
Technologist	11 00
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.50
12224 - Nursing Assistant IV	16.28
12235 - Optical Dispenser	17.14
12236 - Optical Technician	17.91
12250 - Pharmacy Technician	17.91
12280 - Phlebotomist	17.98
12305 - Radiologic Technologist	31.56
12311 - Registered Nurse I	24.52
12312 - Registered Nurse II	30.00
12313 - Registered Nurse II	30.00
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	29.20
Testing)	
12320 - Substance Abuse Treatment	22.94
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	24.63
13012 - Exhibits Specialist II	30.51
13013 - Exhibits Specialist III	37.32
13041 - Illustrator I	24.90
13042 - Illustrator II	30.84
13043 - Illustrator III	37.71
13047 - Librarian	34.15
13050 - Library Aide/Clerk	15.84
13054 - Library Information	30.83
Technology Systems	
Administrator	
13058 - Library Technician	17.58
13061 - Media Specialist I	22.01
13062 - Media Specialist II	24.63
13063 - Media Specialist III	27.45

13071 - Photographer I		14.70
13072 - Photographer II		17.33
13073 - Photographer III		21.47
13074 - Photographer IV		24.77
13075 - Photographer V		29.97
13090 - Technical Order Library		17.57
Clerk		
13110 - Video Teleconference		21.70
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		19.76
14042 - Computer Operator II		22.11
14043 - Computer Operator III		24.65
14044 - Computer Operator IV		27.38
14045 - Computer Operator V		30.57
14071 - Computer Programmer I	(see 1)	27.57
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)	
14102 Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	19.76
Operator		19.70
14160 - Personal Computer Support		27.38
Technician		27.50
14170 - System Support Specialist		39.65
14170 - System Support Specialist 15000 - Instructional Occupations		39.03
15010 - Aircrew Training Devices		33.80
Instructor (Non-Rated)		55.00
		10 00
15020 - Aircrew Training Devices		40.90
Instructor (Rated)		10 00
15030 - Air Crew Training Devices		49.02
Instructor (Pilot)		
15050 - Computer Based Training		33.80
Specialist / Instructor		
15060 - Educational Technologist		36.09
15070 - Flight Instructor (Pilot)		49.02
15080 - Graphic Artist		24.66
15085 - Maintenance Test Pilot Fixed		49.02
Jet/Prop		
15086 - Maintenance Test Pilot		49.02
Rotary Wing		
15088 - Non-Maintenance Test/Co-		49.02
Pilot		
15090 - Technical Instructor		24.44
15095 - Technical Instructor/Course		29.91
Developer		
15110 - Test Proctor		19.73

	10 50
15120 - Tutor	19.73
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 54
16010 - Assembler	13.54
16030 - Counter Attendant	13.54
16040 - Dry Cleaner	15.49
16070 - Finisher Flatwork Machine	13.54
16090 - Presser Hand	13.54
16110 - Presser Machine Drycleaning	13.54
16130 - Presser Machine Shirts	13.54
16160 - Presser Machine Wearing	13.54
Apparel Laundry	
16190 - Sewing Machine Operator	16.14
16220 - Tailor	16.79
16250 - Washer Machine	14.19
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.25
Room)	
19040 - Tool And Die Maker	28.96
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.37
21030 - Material Coordinator	26.61
21040 - Material Expediter	26.61
21050 - Material Handling Laborer	14.33
21071 - Order Filler	14.50
21080 - Production Line Worker (Food	18.37
Processing)	
21110 - Shipping Packer	17.14
21130 - Shipping/Receiving Clerk	17.14
21140 - Store Worker I	13.02
21150 - Stock Clerk	15.70
21210 - Tools And Parts Attendant	18.37
21410 - Warehouse Specialist	18.37
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	33.88
23019 - Aircraft Logs and Records	26.43
Technician	
23021 - Aircraft Mechanic I	32.04
23022 - Aircraft Mechanic II	33.88
23023 - Aircraft Mechanic III	35.67
23040 - Aircraft Mechanic Helper	22.64
23050 - Aircraft Painter	30.17
23060 - Aircraft Servicer	26.43
23070 - Aircraft Survival Flight	30.17
Equipment Technician	0.0
23080 - Aircraft Worker	28.30

	00 00
23091 - Aircrew Life Support	28.30
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	32.04
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	18.68
23120 - Bicycle Repairer	18.10
23125 - Cable Splicer	43.10
23130 - Carpenter Maintenance	23.01
23140 - Carpet Layer	24.29
23160 - Electrician Maintenance	26.48
23181 - Electronics Technician	25.72
Maintenance I	
23182 - Electronics Technician	27.42
Maintenance II	
23183 - Electronics Technician	29.13
Maintenance III	
23260 - Fabric Worker	22.68
23290 - Fire Alarm System Mechanic	28.57
23310 - Fire Extinguisher Repairer	21.04
23311 - Fuel Distribution System	35.47
Mechanic	
23312 - Fuel Distribution System	27.15
Operator	
23370 - General Maintenance Worker	19.24
23380 - Ground Support Equipment	32.04
Mechanic	02.01
23381 - Ground Support Equipment	26.43
Servicer	20.10
23382 - Ground Support Equipment	28.30
Worker	20.00
23391 - Gunsmith I	21.04
23392 - Gunsmith II	24.29
23393 - Gunsmith III	27.49
23410 - Heating Ventilation And Air-	25.37
Conditioning	23.57
Mechanic	
23411 - Heating Ventilation And Air	26.83
Contidioning	20.05
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.58
23440 - Heavy Equipment Operator	22.41
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	27.41
23465 - Laboratory/Shelter Mechanic	25.89
23470 - Laborer	14.33
23510 - Locksmith	20.23
23530 - Machinery Maintenance	32.04
Mechanic	01 60
23550 - Machinist Maintenance	21.60

23580 - Maintenance Trades Helper	
	16.27
23591 - Metrology Technician I	27.49
23592 - Metrology Technician II	29.08
23593 - Metrology Technician III	30.61
23640 - Millwright	27.49
23710 - Office Appliance Repairer	22.23
23760 - Painter Maintenance	21.11
23790 - Pipefitter Maintenance	24.84
23810 - Plumber Maintenance	23.39
23820 - Pneudraulic Systems Mechanic	27.49
23850 - Rigger	27.49
23870 - Scale Mechanic	24.29
23890 - Sheet-Metal Worker	23.40
Maintenance	
23910 - Small Engine Mechanic	19.14
23931 - Telecommunications Mechanic	31.20
I	
23932 - Telecommunications Mechanic	32.99
II	
23950 - Telephone Lineman	26.32
23960 - Welder Combination	20.62
Maintenance	
23965 - Well Driller	27.49
23970 - Woodcraft Worker	27.49
23980 - Woodworker	21.04
24000 - Personal Needs Occupations	
24550 - Case Manager	18.18
24570 - Child Care Attendant	13.08
24580 - Child Care Center Clerk	16.30
24610 - Chore Aide	13.49
24620 - Family Readiness And Support	18.18
Services	
Coordinator	
	18.18
24630 - Homemaker	
25000 - Plant And System Operations	
25000 - Plant And System Operations Occupations	
25000 - Plant And System Operations Occupations 25010 - Boiler Tender	28.46
25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	30.79
25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	30.79 28.46
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender</pre>	30.79 28.46 20.11
25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	30.79 28.46
25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	30.79 28.46 20.11
25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	30.79 28.46 20.11 30.79
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor</pre>	30.79 28.46 20.11 30.79 23.28
25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	30.79 28.46 20.11 30.79 23.28 15.15
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer</pre>	30.79 28.46 20.11 30.79 23.28 15.15 27.79
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer</pre>	30.79 28.46 20.11 30.79 23.28 15.15 27.79 27.02
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler</pre>	30.79 28.46 20.11 30.79 23.28 15.15 27.79 27.02 16.94
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer</pre>	30.79 28.46 20.11 30.79 23.28 15.15 27.79 27.02

27101 - Guard I		15.15
27102 - Guard II		16.94
27131 - Police Officer I		32.30
27132 - Police Officer II		35.90
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.34
28042 - Carnival Equipment Repairer		16.61
28043 - Carnival Worker		12.30
28210 - Gate Attendant/Gate Tender		16.25
28310 - Lifeguard		12.31
28350 - Park Attendant (Aide)		18.17
28510 - Recreation Aide/Health		14.40
Facility Attendant		
28515 - Recreation Specialist		22.52
28630 - Sports Official		14.47
28690 - Swimming Pool Operator		19.17
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		24.29
29020 - Hatch Tender		24.29
29030 - Line Handler		24.29
29041 - Stevedore I		22.68
29042 - Stevedore II		25.89
30000 - Technical Occupations		
30010 - Air Traffic Control (s	ee 2)	40.92
Specialist Center (HFO)		
30011 - Air Traffic Control (s	ee 2)	28.21
Specialist Station (HFO)		
30012 - Air Traffic Control		31.07
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		19.31
30022 - Archeological Technician II		21.70
30023 - Archeological Technician III		24.87
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		27.58
30051 - Cryogenic Technician I		29.62
30052 - Cryogenic Technician II		30.67
30061 - Drafter/CAD Operator I		19.31
30062 - Drafter/CAD Operator II		21.70
30063 - Drafter/CAD Operator III		24.08
30064 - Drafter/CAD Operator IV		29.62
30081 - Engineering Technician I		16.63
30082 - Engineering Technician II		18.67
30083 - Engineering Technician III		20.87
30084 - Engineering Technician IV		25.86
30085 - Engineering Technician V		31.64
30086 - Engineering Technician VI		38.28
30090 - Environmental Technician		26.36
30095 - Evidence Control Specialist		24.87
30210 - Laboratory Technician		21.69

30221 - Latent Fingerprint	27.48
Technician I	
30222 - Latent Fingerprint	30.35
Technician II	
30240 - Mathematical Technician	30.34
30361 - Paralegal/Legal Assistant I	19.23
30362 - Paralegal/Legal Assistant II	23.82
30363 - Paralegal/Legal Assistant	29.14
III	
30364 - Paralegal/Legal Assistant IV	35.25
30375 - Petroleum Supply Specialist	30.42
30390 - Photo-Optics Technician	26.27
30395 - Radiation Control Technician	30.42
30461 - Technical Writer I	22.30
30462 - Technical Writer II	27.28
30463 - Technical Writer III	33.00
30491 - Unexploded Ordnance (UXO)	26.01
Technician I	
30492 - Unexploded Ordnance (UXO)	31.47
Technician II	
30493 - Unexploded Ordnance (UXO)	37.71
Technician III	
30494 - Unexploded (UXO) Safety	26.01
Escort	
30495 - Unexploded (UXO) Sweep	26.01
Personnel	
30501 - Weather Forecaster I	29.62
30502 - Weather Forecaster II	33.78
<b>30620 - Weather Observer Combined</b> (see 2)	
Upper Air Or	
Surface Programs	
<b>30621 - Weather Observer Senior</b> (see 2)	25.49
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.47
31020 - Bus Aide	12.93
31030 - Bus Driver	18.01
31043 - Driver Courier	16.06
31260 - Parking and Lot Attendant	13.59
31290 - Shuttle Bus Driver	16.52
31310 - Taxi Driver	14.00
31361 - Truckdriver Light	17.40
31362 - Truckdriver Medium	18.76
31363 - Truckdriver Heavy	23.01
31364 - Truckdriver Tractor-Trailer	23.01
99000 - Miscellaneous Occupations	20.01
99020 - Cabin Safety Specialist	15.34
99030 - Cashier	12.85
99050 - Desk Clerk	13.10
99095 - Embalmer	23.19
22022 Humathet	2J•19

99130 - Flight Follower	26.01
99251 - Laboratory Animal Caretaker	13.83
I	
99252 - Laboratory Animal Caretaker	14.98
II	
99260 - Marketing Analyst	28.95
99310 - Mortician	23.19
99410 - Pest Controller	21.27
99510 - Photofinishing Worker	13.67
99710 - Recycling Laborer	19.55
99711 - Recycling Specialist	23.25
99730 - Refuse Collector	18.65
99810 - Sales Clerk	13.28
99820 - School Crossing Guard	15.65
99830 - Survey Party Chief	27.30
99831 - Surveying Aide	19.53
99832 - Surveying Technician	25.21
99840 - Vending Machine Attendant	17.05
99841 - Vending Machine Repairer	21.31
99842 - Vending Machine Repairer	17.05
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	     Wage Determination No.: 2015-5419   Revision No.: 19   Date Of Last Revision: 12/27/2021

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

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

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

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

State: Colorado

Area: Colorado Counties of Adams Arapahoe Broomfield Clear Creek Denver Douglas Elbert Gilpin Jefferson Park

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.71
01012 - Accounting Clerk II		19.90
01013 - Accounting Clerk III		22.25
01020 - Administrative Assistant		28.33
01035 - Court Reporter		33.05
01041 - Customer Service		14.89
Representative I		
01042 - Customer Service		16.71
Representative II		

01043 - Customer Service Representative III		18.25
01051 - Data Entry Operator I		16.59
01052 - Data Entry Operator II		18.10
01060 - Dispatcher Motor Vehicle		22.42
01070 - Document Preparation Clerk		17.84
01090 - Duplicating Machine Operator		17.84
01111 - General Clerk I		17.30
01112 - General Clerk II		18.88
01113 - General Clerk III		21.21
01120 - Housing Referral Assistant		22.96
01141 - Messenger Courier		17.66
01191 - Order Clerk I		17.48
01192 - Order Clerk II		19.08
01261 - Personnel Assistant		17.88
(Employment) I		T1.00
01262 - Personnel Assistant		19.99
(Employment) II		19.99
01263 - Personnel Assistant		22.28
		22.20
(Employment) III		26 10
01270 - Production Control Clerk		26.10
01290 - Rental Clerk		17.89
01300 - Scheduler Maintenance		18.40
01311 - Secretary I		18.40
		20.59
01312 - Secretary II		
01313 - Secretary III		22.96
01313 - Secretary III 01320 - Service Order Dispatcher		22.96 20.05
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician		22.96 20.05 28.33
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		22.96 20.05 28.33 18.66
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		22.96 20.05 28.33
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		22.96 20.05 28.33 18.66 16.41
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		22.96 20.05 28.33 18.66 16.41 18.16
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		22.96 20.05 28.33 18.66 16.41 18.16 19.13
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01513 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49 20.77
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49 20.77 23.22
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49 20.77
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49 20.77 23.22 26.19
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49 20.77 23.22 26.19 23.28
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49 20.77 23.22 26.19 23.28 21.79
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49 20.77 23.22 26.19 23.28 21.79 21.79
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk III 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49 20.77 23.22 26.19 23.28 21.79
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49 20.77 23.22 26.19 23.28 21.79 21.79
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk III 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49 20.77 23.22 26.19 23.28 21.79 21.79 18.88 24.73
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49 20.77 23.22 26.19 23.28 21.79 21.79 18.88
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49 20.77 23.22 26.19 23.28 21.79 21.79 18.88 24.73
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	22.96 20.05 28.33 18.66 16.41 18.16 19.13 22.23 18.49 20.77 23.22 26.19 23.28 21.79 21.79 18.88 24.73

05250 - Motor Vehicle Upholstery	20.35
Worker	01 80
05280 - Motor Vehicle Wrecker	21.79
05310 - Painter Automotive	23.28
05340 - Radiator Repair Specialist	21.79
05370 - Tire Repairer	16.73
05400 - Transmission Repair	24.73
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.23
07041 - Cook I	14.94
07042 - Cook II	17.29
07070 - Dishwasher	13.04
07130 - Food Service Worker	14.82
07210 - Meat Cutter	19.48
07260 - Waiter/Waitress	11.72
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.06
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	15.90
09110 - Furniture Repairer Minor	18.10
09130 - Upholsterer	19.19
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.69
11060 - Elevator Operator	13.98
11090 - Gardener	21.89
11122 - Housekeeping Aide	13.98
11150 - Janitor	13.98
11210 - Laborer Grounds Maintenance	17.12
11240 - Maid or Houseman	12.95
11260 - Pruner	16.12
11270 - Tractor Operator	20.16
11330 - Trail Maintenance Worker	17.12
11360 - Window Cleaner	14.83
12000 - Health Occupations	
12010 - Ambulance Driver	20.39
12011 - Breath Alcohol Technician	24.28
12012 - Certified Occupational	28.73
Therapist Assistant	
12015 - Certified Physical Therapist	28.38
Assistant	
12020 - Dental Assistant	22.33
12025 - Dental Hygienist	44.92
12030 - EKG Technician	37.12
12035 - Electroneurodiagnostic	37.12
Technologist	

12040 - Emergency Medical Technician	20.39
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.28
12073 - Licensed Practical Nurse III	27.06
12100 - Medical Assistant	19.10
12130 - Medical Laboratory	26.82
Technician	
12160 - Medical Record Clerk	22.80
12190 - Medical Record Technician	25.50
12195 - Medical Transcriptionist	19.30
12210 - Nuclear Medicine	42.45
Technologist	10 55
12221 - Nursing Assistant I	12.57
12222 - Nursing Assistant II	14.13
12223 - Nursing Assistant III	15.42
12224 - Nursing Assistant IV	17.32
12235 - Optical Dispenser	20.98
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	18.50
12280 - Phlebotomist	18.18
12305 - Radiologic Technologist	33.02
12311 - Registered Nurse I	29.98
12312 - Registered Nurse II	36.67
12313 - Registered Nurse II	36.67
Specialist	
12314 - Registered Nurse III	43.96
12315 - Registered Nurse III	43.96
Anesthetist	
12316 - Registered Nurse IV	53.17
12317 - Scheduler (Drug and Alcohol	30.08
Testing)	
12320 - Substance Abuse Treatment	24.69
Counselor	
13000 - Information And Arts	
Occupations	01 10
13011 - Exhibits Specialist I	21.46
13012 - Exhibits Specialist II	26.59
13013 - Exhibits Specialist III	32.52
13041 - Illustrator I	21.69
13042 - Illustrator II	26.39
13043 - Illustrator III	32.27
13047 - Librarian	29.83
13050 - Library Aide/Clerk	15.88
13054 - Library Information	26.94
Technology Systems	
Administrator	1 7 7 6
13058 - Library Technician	17.76
13061 - Media Specialist I	19.44
13062 - Media Specialist II	21.74
13063 - Media Specialist III	24.23

13071 - Photographer I		18.63
13072 - Photographer II		20.83
13073 - Photographer III		25.82
13074 - Photographer IV		31.58
13075 - Photographer V		38.21
13090 - Technical Order Library		18.05
Clerk		
13110 - Video Teleconference		22.35
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		21.55
14042 - Computer Operator II		24.11
14043 - Computer Operator III		26.87
14044 - Computer Operator IV		29.88
14045 - Computer Operator V		33.73
14071 - Computer Programmer I	(see 1)	25.42
14072 - Computer Programmer II	(see 1)	20.12
14072 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	21 55
14150 - Peripheral Equipment		21.55
Operator		
14160 - Personal Computer Support		29.88
Technician		
14170 - System Support Specialist		34.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		35.58
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		43.06
Instructor (Rated)		
15030 - Air Crew Training Devices		49.96
Instructor (Pilot)		
15050 - Computer Based Training		35.58
Specialist / Instructor		
15060 - Educational Technologist		34.14
15070 - Flight Instructor (Pilot)		49.96
15080 - Graphic Artist		28.21
15085 - Maintenance Test Pilot Fixed		49.96
Jet/Prop		
15086 - Maintenance Test Pilot		49.96
Rotary Wing		
15088 - Non-Maintenance Test/Co-		49.96
Pilot		
15090 - Technical Instructor		28.05
15095 - Technical Instructor/Course		34.31
Developer		
15110 - Test Proctor		22.64

	00.04
15120 - Tutor	22.64
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 4 6 0
16010 - Assembler	14.69
16030 - Counter Attendant	14.69
16040 - Dry Cleaner	16.80
16070 - Finisher Flatwork Machine	14.69
16090 - Presser Hand	14.69
16110 - Presser Machine Drycleaning	14.69
16130 - Presser Machine Shirts	14.69
16160 - Presser Machine Wearing	14.69
Apparel Laundry	
16190 - Sewing Machine Operator	17.77
16220 - Tailor	18.88
16250 - Washer Machine	15.39
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.82
Room)	
19040 - Tool And Die Maker	26.32
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.84
21030 - Material Coordinator	26.10
21040 - Material Expediter	26.10
21050 - Material Handling Laborer	17.36
21071 - Order Filler	15.64
21080 - Production Line Worker (Food	18.84
Processing)	
21110 - Shipping Packer	18.00
21130 - Shipping/Receiving Clerk	18.00
21140 - Store Worker I	15.21
21150 - Stock Clerk	18.43
21210 - Tools And Parts Attendant	18.84
21410 - Warehouse Specialist	18.84
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	43.43
23019 - Aircraft Logs and Records	33.88
Technician	
23021 - Aircraft Mechanic I	41.27
23022 - Aircraft Mechanic II	43.43
23023 - Aircraft Mechanic III	45.24
23040 - Aircraft Mechanic Helper	28.96
23050 - Aircraft Painter	38.84
23060 - Aircraft Servicer	33.88
23070 - Aircraft Survival Flight	38.84
Equipment Technician	
23080 - Aircraft Worker	36.38

23091 - Aircrew Life Support	36.38
Equipment (ALSE) Mechanic	
I	41 08
23092 - Aircrew Life Support	41.27
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.44
23120 - Bicycle Repairer	16.19
23125 - Cable Splicer	41.62
23130 - Carpenter Maintenance	26.28
23140 - Carpet Layer	23.88
23160 - Electrician Maintenance	26.44
23181 - Electronics Technician	26.84
Maintenance I	
23182 - Electronics Technician	28.65
Maintenance II	
23183 - Electronics Technician	30.44
Maintenance III	
23260 - Fabric Worker	22.79
23290 - Fire Alarm System Mechanic	27.66
23310 - Fire Extinguisher Repairer	21.14
23311 - Fuel Distribution System	30.74
Mechanic	
23312 - Fuel Distribution System	23.41
Operator	
23370 - General Maintenance Worker	20.47
23380 - Ground Support Equipment	41.27
Mechanic	
23381 - Ground Support Equipment	33.88
Servicer	
23382 - Ground Support Equipment	36.38
Worker	
23391 - Gunsmith I	21.14
23392 - Gunsmith II	24.47
23393 - Gunsmith III	27.76
23410 - Heating Ventilation And Air-	27.85
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.31
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.24
23440 - Heavy Equipment Operator	25.93
23460 - Instrument Mechanic	31.33
23465 - Laboratory/Shelter Mechanic	26.12
23470 - Laborer	17.11
23510 - Locksmith	23.16
23530 - Machinery Maintenance	28.57
Mechanic	20.07
23550 - Machinist Maintenance	24.60
	21.00

23580 - Maintenance Trades Helper 23591 - Metrology Technician I	
23591 - Metrology Technician I	18.27
	31.33
23592 - Metrology Technician II	32.97
23593 - Metrology Technician III	34.34
23640 - Millwright	29.10
23710 - Office Appliance Repairer	21.44
23760 - Painter Maintenance	20.55
23790 - Pipefitter Maintenance	28.56
23810 - Plumber Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	27.76
23850 - Rigger	24.73
23870 - Scale Mechanic	24.47
23890 - Sheet-Metal Worker	24.13
Maintenance	
23910 - Small Engine Mechanic	22.14
23931 - Telecommunications Mechanic	31.57
I	
23932 - Telecommunications Mechanic	33.22
II	
23950 - Telephone Lineman	24.78
23960 - Welder Combination	24.14
Maintenance	
23965 - Well Driller	24.71
23970 - Woodcraft Worker	27.76
23980 - Woodworker	21.14
24000 - Personal Needs Occupations	
24550 - Case Manager	18.41
-	
24570 - Child Care Attendant	14.36
24570 - Child Care Attendant 24580 - Child Care Center Clerk	14.36 17.90
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide	14.36 17.90 13.83
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support	14.36 17.90
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services	14.36 17.90 13.83
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator	14.36 17.90 13.83 18.41
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker	14.36 17.90 13.83
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations	14.36 17.90 13.83 18.41
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations	14.36 17.90 13.83 18.41 18.41
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender	14.36 17.90 13.83 18.41 18.41 30.03
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	14.36 17.90 13.83 18.41 18.41 30.03 29.08
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	14.36 17.90 13.83 18.41 18.41 30.03 29.08 30.03
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	14.36 17.90 13.83 18.41 18.41 30.03 29.08 30.03 21.08
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	14.36 17.90 13.83 18.41 18.41 30.03 29.08 30.03
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	14.36 17.90 13.83 18.41 18.41 30.03 29.08 30.03 21.08
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	14.36 17.90 13.83 18.41 18.41 30.03 29.08 30.03 21.08 29.08
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	14.36 17.90 13.83 18.41 18.41 30.03 29.08 30.03 21.08 29.08 29.08
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	14.36 17.90 13.83 18.41 18.41 30.03 29.08 30.03 21.08 29.08 29.08
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	14.36 17.90 13.83 18.41 18.41 30.03 29.08 30.03 21.08 29.08 29.08 25.38 15.80 27.00
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	14.36 17.90 13.83 18.41 18.41 30.03 29.08 30.03 21.08 29.08 29.08 21.08 29.08
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	14.36 17.90 13.83 18.41 18.41 30.03 29.08 30.03 21.08 29.08 26.38 15.80 27.00 31.96 21.32
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	14.36 17.90 13.83 18.41 18.41 30.03 29.08 30.03 21.08 29.08 29.08 21.08 29.08

27101 - Guard I			15.80
27102 - Guard II			21.32
27131 - Police Officer I			38.30
27132 - Police Officer II			42.57
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			16.23
28042 - Carnival Equipment Repairer			17.62
28043 - Carnival Worker			12.96
28210 - Gate Attendant/Gate Tender			17.92
28310 - Lifeguard			12.43
28350 - Park Attendant (Aide)			20.04
28510 - Recreation Aide/Health			14.62
Facility Attendant			
28515 - Recreation Specialist			24.83
28630 - Sports Official			15.95
28690 - Swimming Pool Operator			20.39
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.81
29020 - Hatch Tender			25.81
29030 - Line Handler			25.81
29041 - Stevedore I			24.04
29042 - Stevedore II			27.56
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.17
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	30.46
Specialist Station (HFO)			
30012 - Air Traffic Control			33.54
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			20.43
30022 - Archeological Technician II			22.85
30023 - Archeological Technician III			28.31
30030 - Cartographic Technician			28.31
30040 - Civil Engineering Technician			27.05
30051 - Cryogenic Technician I			31.35
30052 - Cryogenic Technician II			34.63
30061 - Drafter/CAD Operator I			20.43
30062 - Drafter/CAD Operator II			22.71
30063 - Drafter/CAD Operator III			25.47
30064 - Drafter/CAD Operator IV			31.50
30081 - Engineering Technician I			18.44
30082 - Engineering Technician II			20.69
30083 - Engineering Technician III			23.15
30084 - Engineering Technician IV			28.69
30085 - Engineering Technician V			35.09
30086 - Engineering Technician VI			42.45
30090 - Environmental Technician			27.29
30095 - Evidence Control Specialist			28.31
30210 - Laboratory Technician			25.65

30221 - Latent Fingerprint		29.81
Technician I		
30222 - Latent Fingerprint		32.93
Technician II		
30240 - Mathematical Technician		32.21
30361 - Paralegal/Legal Assistant I		20.59
30362 - Paralegal/Legal Assistant II		25.51
30363 - Paralegal/Legal Assistant		31.20
III		
30364 - Paralegal/Legal Assistant IV		37.76
30375 - Petroleum Supply Specialist		34.63
30390 - Photo-Optics Technician		28.31
30395 - Radiation Control Technician		34.63
30461 - Technical Writer I		26.26
30462 - Technical Writer II		32.12
30463 - Technical Writer III		38.86
30491 - Unexploded Ordnance (UXO)		28.07
Technician I		
30492 - Unexploded Ordnance (UXO)		33.96
Technician II		
30493 - Unexploded Ordnance (UXO)		40.71
Technician III		
30494 - Unexploded (UXO) Safety		28.07
Escort		20.01
30495 - Unexploded (UXO) Sweep		28.07
Personnel		20.07
30501 - Weather Forecaster I		31.50
30502 - Weather Forecaster II		38.14
	ee 2)	25.47
Upper Air Or		20.17
Surface Programs		
_	ee 2)	28.31
31000 - Transportation/Mobile	. 21	20.01
Equipment Operation Occupations		
31010 - Airplane Pilot		33.96
31020 - Bus Aide		14.68
31030 - Bus Driver		20.22
31043 - Driver Courier		17.30
31260 - Parking and Lot Attendant		13.61
31290 - Shuttle Bus Driver		17.98
31310 - Taxi Driver		17.86
JIJIO - IAXI DIIVEL		L/.00
31361 - Truckdriver Tight		18 70
31361 - Truckdriver Light 31362 - Truckdriver Medium		18.78
31362 - Truckdriver Medium		20.24
31362 - Truckdriver Medium 31363 - Truckdriver Heavy		20.24 25.53
31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer		20.24
31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations		20.24 25.53 25.53
31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist		20.24 25.53 25.53 16.56
31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier		20.24 25.53 25.53 16.56 13.43
31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist		20.24 25.53 25.53 16.56

99130 - Flight Follower	28.07
99251 - Laboratory Animal Caretaker	15.12
I	
99252 - Laboratory Animal Caretaker	16.41
II	
99260 - Marketing Analyst	35.52
99310 - Mortician	32.20
99410 - Pest Controller	22.45
99510 - Photofinishing Worker	16.17
99710 - Recycling Laborer	24.68
99711 - Recycling Specialist	29.74
99730 - Refuse Collector	23.43
99810 - Sales Clerk	13.80
99820 - School Crossing Guard	15.72
99830 - Survey Party Chief	27.68
99831 - Surveying Aide	15.36
99832 - Surveying Technician	25.16
99840 - Vending Machine Attendant	15.49
99841 - Vending Machine Repairer	19.46
99842 - Vending Machine Repairer	15.49
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR 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 Determinations	Wage Determination No.: 2015-5421 Revision No.: 20 Date Of Last Revision: 12/27/2021

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

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

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

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

State: Colorado

Area: Colorado County of Larimer

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.13
01012 - Accounting Clerk II		19.25
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		25.06
01035 - Court Reporter		20.33
01041 - Customer Service		14.03
Representative I		
01042 - Customer Service		15.77
Representative II		

01043 - Customer Service		17.22
Representative III		14.74
01051 - Data Entry Operator I 01052 - Data Entry Operator II		16.08
01052 - Data Entry Operator II		19.21
01060 - Dispatcher Motor Vehicle		
01070 - Document Preparation Clerk		20.06
01090 - Duplicating Machine Operator		20.06
01111 - General Clerk I		15.40
01112 - General Clerk II		16.81
01113 - General Clerk III		18.88
01120 - Housing Referral Assistant		22.66
01141 - Messenger Courier		13.20
01191 - Order Clerk I		17.88
01192 - Order Clerk II		19.51
01261 - Personnel Assistant		17.50
(Employment) I		
01262 - Personnel Assistant		19.57
(Employment) II		
01263 - Personnel Assistant		21.81
(Employment) III		
01270 - Production Control Clerk		22.65
01290 - Rental Clerk		19.04
01300 - Scheduler Maintenance		18.18
01311 - Secretary I		18.18
01312 - Secretary II		20.33
01313 - Secretary III		22.66
01320 - Service Order Dispatcher		16.83
01410 - Supply Technician		25.06
01420 - Survey Worker		18.62
01460 - Switchboard		15.74
Operator/Receptionist		
01531 - Travel Clerk I		18.17
01532 - Travel Clerk II		19.03
01533 - Travel Clerk III		20.36
01611 - Word Processor I		16.18
01612 - Word Processor II		18.18
01613 - Word Processor III		20.33
05000 - Automotive Service Occupations		20.55
05005 - Automobile Body Repairer		28.60
Fiberglass		20.00
05010 - Automotive	Electrician	23.00
05040 - Automotive Glass Installer	LICCULLCIAII	23.00
05070 - Automotive Glass Installer		21.40
05110 - Mobile Equipment Servicer		19.81
		23.59
05130 - Motor Equipment Metal Mechanic		23.59
		21.40
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		∠⊥•40
VOIDU - MOTOL VENICIE MECUANIC		22 50
		23.59
05220 - Motor Vehicle Mechanic Helper		23.59 18.48

05250 - Motor Vehicle Upholstery	21.40
Worker	0.1 . 1 0
05280 - Motor Vehicle Wrecker	21.40
05310 - Painter Automotive	22.20
05340 - Radiator Repair Specialist	21.40
05370 - Tire Repairer	14.98
05400 - Transmission Repair	23.59
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.73
07041 - Cook I	15.38
07042 - Cook II	17.80
07070 - Dishwasher	13.10
07130 - Food Service Worker	12.70
07210 - Meat Cutter	18.13
07260 - Waiter/Waitress	11.70
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.94
09040 - Furniture Handler	14.45
09080 - Furniture Refinisher	18.56
09090 - Furniture Refinisher Helper	14.45
09110 - Furniture Repairer Minor	16.45
09130 - Upholsterer	18.56
11000 - General Services And Support	10.00
Occupations	
11030 - Cleaner Vehicles	12.78
11050 - Cleaner Venicles 11060 - Elevator Operator	14.65
11090 - Gardener	21.18
11090 - Gardener 11122 - Housekeeping Aide	14.65
11122 - Housekeeping Aide 11150 - Janitor	
	14.65
11210 - Laborer Grounds Maintenance	16.43
11240 - Maid or Houseman	13.83
11260 - Pruner	14.77
11270 - Tractor Operator	19.52
11330 - Trail Maintenance Worker	16.43
11360 - Window Cleaner	15.54
12000 - Health Occupations	10 50
12010 - Ambulance Driver	19.53
12011 - Breath Alcohol Technician	23.13
12012 - Certified Occupational	31.94
Therapist Assistant	0.0.5
12015 - Certified Physical Therapist	26.83
Assistant	
12020 - Dental Assistant	20.78
12025 - Dental Hygienist	40.76
12030 - EKG Technician	35.28
12035 - Electroneurodiagnostic Technologist	35.28

	10 50
12040 - Emergency Medical Technician	19.53
12071 - Licensed Practical Nurse I	20.82
12072 - Licensed Practical Nurse II	23.28
12073 - Licensed Practical Nurse III	25.96
12100 - Medical Assistant	18.28
12130 - Medical Laboratory	26.08
Technician	
12160 - Medical Record Clerk	18.74
12190 - Medical Record Technician	20.95
12195 - Medical Transcriptionist	19.86
12210 - Nuclear Medicine	51.17
Technologist	
12221 - Nursing Assistant I	13.25
12222 - Nursing Assistant II	14.89
12223 - Nursing Assistant III	16.25
12224 - Nursing Assistant IV	18.25
12235 - Optical Dispenser	17.67
12236 - Optical Technician	20.82
12250 - Pharmacy Technician	17.45
12280 - Phlebotomist	17.28
12305 - Radiologic Technologist	28.74
12311 - Registered Nurse I	24.70
12312 - Registered Nurse II	30.22
12313 - Registered Nurse II	30.22
Specialist	
12314 - Registered Nurse III	36.57
12315 - Registered Nurse III	36.57
Anesthetist	
12316 - Registered Nurse IV	43.82
12317 - Scheduler (Drug and Alcohol	28.84
Testing)	
12320 - Substance Abuse Treatment	25.23
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.18
13012 - Exhibits Specialist II	26.24
13013 - Exhibits Specialist III	32.09
13041 - Illustrator I	22.87
13042 - Illustrator II	28.33
13043 - Illustrator III	34.66
13047 - Librarian	29.05
13050 - Library Aide/Clerk	16.68
13054 - Library Information	26.24
Technology Systems	
Administrator	
13058 - Library Technician	17.26
13061 - Media Specialist I	18.92
13062 - Media Specialist II	21.18
13063 - Media Specialist III	23.61

13071 - Photographer I		17.92
13072 - Photographer II		20.03
13073 - Photographer III		24.82
13074 - Photographer IV		30.37
13075 - Photographer V		35.20
13090 - Technical Order Library		20.89
Clerk		
13110 - Video Teleconference		18.58
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		20.39
14042 - Computer Operator II		22.83
14043 - Computer Operator III		24.70
14044 - Computer Operator IV		28.26
		31.28
14045 - Computer Operator V	(222, 1)	
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		20.39
Operator		
14160 - Personal Computer Support		28.26
Technician		
14170 - System Support Specialist		36.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		36.62
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		44.31
Instructor (Rated)		
15030 - Air Crew Training Devices		53.10
Instructor (Pilot)		
15050 - Computer Based Training		36.62
Specialist / Instructor		
15060 - Educational Technologist		32.97
15070 - Flight Instructor (Pilot)		53.10
15080 - Graphic Artist		25.11
15085 - Maintenance Test Pilot Fixed		44.13
Jet/Prop		1 1 • L J
15086 - Maintenance Test Pilot		44.13
Rotary Wing		- <b>-</b> .10
15088 - Non-Maintenance Test/Co-		44.13
		44.LJ
Pilot 15090 - Technical Instructor		<u> </u>
		23.32
15095 - Technical Instructor/Course		28.52
Developer		10 00
15110 - Test Proctor		18.82

	10.00
15120 - Tutor	18.82
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	14.69
16010 - Assembler	
16030 - Counter Attendant	14.69
16040 - Dry Cleaner	16.80
16070 - Finisher Flatwork Machine	14.69
16090 - Presser Hand	14.69
16110 - Presser Machine Drycleaning	14.69
16130 - Presser Machine Shirts	14.69
16160 - Presser Machine Wearing	14.69
Apparel Laundry	10 00
16190 - Sewing Machine Operator	17.77
16220 - Tailor	18.88
16250 - Washer Machine	15.39
19000 - Machine Tool Operation And	
Repair Occupations	00 50
19010 - Machine-Tool Operator (Tool	23.52
Room)	
19040 - Tool And Die Maker	28.36
21000 - Materials Handling And Packing	
Occupations	00 50
21020 - Forklift Operator	20.58
21030 - Material Coordinator	22.65
21040 - Material Expediter	22.65
21050 - Material Handling Laborer	15.36
21071 - Order Filler	15.06
21080 - Production Line Worker (Food	20.58
Processing)	1 7 0 0
21110 - Shipping Packer	17.80
21130 - Shipping/Receiving Clerk	17.80
21140 - Store Worker I	15.21
21150 - Stock Clerk	18.43
21210 - Tools And Parts Attendant	20.58
21410 - Warehouse Specialist	20.58
23000 - Mechanics And Maintenance And	
Repair Occupations	29.94
23010 - Aerospace Structural Welder	
23019 - Aircraft Logs and Records Technician	23.35
23021 - Aircraft Mechanic I	28.45
23022 - Aircraft Mechanic II	29.94
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	29.94
23040 - Aircraft Mechanic Helper	19.97
23040 - Aircraft Mechanic Heiper 23050 - Aircraft Painter	26.78
23060 - Aircraft Servicer	23.35
23070 - Aircraft Survival Flight	26.78
Equipment Technician	20.10
23080 - Aircraft Worker	25.08
20000 AILCLAIC MOINCE	20.00

23091 - Aircrew Life Support	25.08
Equipment (ALSE) Mechanic	20.00
T	
23092 - Aircrew Life Support	28.45
Equipment (ALSE) Mechanic	20.45
II	
	0 E 0 0
23110 - Appliance Mechanic	25.83
23120 - Bicycle Repairer	16.86
23125 - Cable Splicer	41.61
23130 - Carpenter Maintenance	22.96
23140 - Carpet Layer	25.19
23160 - Electrician Maintenance	29.70
23181 - Electronics Technician	29.65
Maintenance I	
23182 - Electronics Technician	31.65
Maintenance II	
23183 - Electronics Technician	33.63
Maintenance III	
23260 - Fabric Worker	23.46
23290 - Fire Alarm System Mechanic	28.59
23310 - Fire Extinguisher Repairer	21.77
23311 - Fuel Distribution System	31.38
Mechanic	
23312 - Fuel Distribution System	23.91
Operator	
23370 - General Maintenance Worker	20.38
23380 - Ground Support Equipment	28.45
Mechanic	
23381 - Ground Support Equipment	23.35
Servicer	20.00
23382 - Ground Support Equipment	25.08
Worker	20.00
23391 - Gunsmith I	21.77
23392 - Gunsmith II	25.19
23393 - Gunsmith III	28.59
23410 - Heating Ventilation And Air-	25.96
-	23.90
Conditioning	
Mechanic	27 20
23411 - Heating Ventilation And Air	27.32
Contidioning	
Mechanic (Research Facility)	07 00
23430 - Heavy Equipment Mechanic	27.20
23440 - Heavy Equipment Operator	26.70
23460 - Instrument Mechanic	28.45
23465 - Laboratory/Shelter Mechanic	26.90
23470 - Laborer	15.36
23510 - Locksmith	25.87
23530 - Machinery Maintenance	34.65
Mechanic	
23550 - Machinist Maintenance	24.30

23580 - Maintenance Trades Helper	
	15.31
23591 - Metrology Technician I	28.45
23592 - Metrology Technician II	29.94
23593 - Metrology Technician III	31.19
23640 - Millwright	28.45
23710 - Office Appliance Repairer	25.53
23760 - Painter Maintenance	20.53
23790 - Pipefitter Maintenance	27.73
23810 - Plumber Maintenance	26.10
23820 - Pneudraulic Systems Mechanic	28.59
23850 - Rigger	28.59
23870 - Scale Mechanic	25.19
23890 - Sheet-Metal Worker	29.50
Maintenance	
23910 - Small Engine Mechanic	19.50
23931 - Telecommunications Mechanic	32.92
I	
23932 - Telecommunications Mechanic	34.64
II	
23950 - Telephone Lineman	28.59
23960 - Welder Combination	23.69
Maintenance	
23965 - Well Driller	28.59
23970 - Woodcraft Worker	22.31
23980 - Woodworker	21.77
24000 - Personal Needs Occupations	
24550 - Case Manager	16.35
	10 00
24570 - Child Care Attendant	13.29
24580 - Child Care Center Clerk	17.95
24580 - Child Care Center Clerk 24610 - Chore Aide	17.95 14.18
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support	17.95
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services	17.95 14.18
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator	17.95 14.18 16.35
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker	17.95 14.18
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations	17.95 14.18 16.35
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations	17.95 14.18 16.35 16.35
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender	17.95 14.18 16.35 16.35 34.96
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	17.95 14.18 16.35 16.35 34.96 28.18
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	17.95 14.18 16.35 16.35 34.96 28.18 34.96
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	17.95 14.18 16.35 16.35 34.96 28.18 34.96 24.53
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	17.95 14.18 16.35 16.35 34.96 28.18 34.96
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	17.95 14.18 16.35 16.35 34.96 28.18 34.96 24.53
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	17.95 14.18 16.35 16.35 34.96 28.18 34.96 24.53 28.18
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	17.95 14.18 16.35 16.35 34.96 28.18 34.96 24.53 28.18 28.48
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	17.95 14.18 16.35 16.35 34.96 28.18 34.96 24.53 28.18 28.48 12.33
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	17.95 14.18 16.35 16.35 34.96 28.18 34.96 24.53 28.18 28.18 28.48 12.33 36.01
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	17.95 14.18 16.35 16.35 34.96 28.18 34.96 24.53 28.18 28.18 28.48 12.33 36.01 36.01
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	17.95 14.18 16.35 16.35 34.96 28.18 34.96 24.53 28.18 28.48 12.33 36.01 36.01 17.87
24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	17.95 14.18 16.35 16.35 34.96 28.18 34.96 24.53 28.18 28.18 28.48 12.33 36.01 36.01

<b>27102 - Guard II</b> 1 <b>27131 - Police Officer I</b> 3	2.33 7.87
27131 - Police Officer I 3	
	6.69
27132 - Police Officer II 4	0.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator 1	6.17
28042 - Carnival Equipment Repairer 1	7.55
28043 - Carnival Worker 1	3.07
<b>28210 - Gate Attendant/Gate Tender</b> 1	6.99
<b>28310 - Lifeguard</b> 1	2.49
28350 - Park Attendant (Aide) 1	9.00
28510 - Recreation Aide/Health 1	3.86
Facility Attendant	
	3.53
	5.12
-	0.31
29000 - Stevedoring/Longshoremen	
Occupational Services	
-	8.75
	8.75
	8.75
	7.95
	5.19
30000 - Technical Occupations	0.19
-	4.17
Specialist Center (HFO)	/
	0.46
Specialist Station (HFO)	0.40
	3.54
Specialist Terminal (HFO) (see 2)	3.54
-	8.85
5	1.08
2	
-	6.12
	6.12
	3.90
1 5	8.92
	1.95
· •	8.85
· •	1.08
	3.51
	8.92
5 5	6.53
	8.55
5 5	0.77
	5.71
5 5	1.39
	7.98
	4.38
	6.12
-	3.91

30221 - Latent Fingerprint			28.92
Technician I			
30222 - Latent Fingerprint			31.95
Technician II			
30240 - Mathematical Technician			28.73
30361 - Paralegal/Legal Assistant I			22.17
30362 - Paralegal/Legal Assistant II			27.47
30363 - Paralegal/Legal Assistant			33.60
III			
30364 - Paralegal/Legal Assistant IV			40.66
30375 - Petroleum Supply Specialist			31.95
30390 - Photo-Optics Technician			25.28
30395 - Radiation Control Technician			31.95
30461 - Technical Writer I			26.59
30462 - Technical Writer II			32.53
30463 - Technical Writer III			39.35
30491 - Unexploded Ordnance (UXO)			28.07
Technician I			
30492 - Unexploded Ordnance (UXO)			33.96
Technician II			
30493 - Unexploded Ordnance (UXO)			40.71
Technician III			
30494 - Unexploded (UXO) Safety			28.07
Escort			2000
30495 - Unexploded (UXO) Sweep			28.07
Personnel			20.07
30501 - Weather Forecaster I			28.92
30502 - Weather Forecaster II			35.19
	see	2)	23.51
Upper Air Or	000	2,	20.01
opper min or			
Surface Programs			
Surface Programs 30621 - Weather Observer Senior (	500	2)	26 12
30621 - Weather Observer Senior (	see	2)	26.12
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile	see	2)	26.12
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations	see	2)	
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	see	2)	33.96
30621 - Weather Observer Senior(31000 - Transportation/Mobile(Equipment Operation Occupations(31010 - Airplane Pilot(31020 - Bus Aide(	see	2)	33.96 14.80
30621 - Weather Observer Senior(31000 - Transportation/Mobile(Equipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver	see	2)	33.96 14.80 22.89
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	see	2)	33.96 14.80 22.89 15.43
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	see	2)	33.96 14.80 22.89 15.43 12.11
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	see	2)	33.96 14.80 22.89 15.43 12.11 17.24
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	see	2)	33.96 14.80 22.89 15.43 12.11 17.24 15.60
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	see	2)	33.96 14.80 22.89 15.43 12.11 17.24 15.60 16.79
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	see	2)	33.96 14.80 22.89 15.43 12.11 17.24 15.60 16.79 20.56
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	see	2)	33.96 14.80 22.89 15.43 12.11 17.24 15.60 16.79 20.56 21.63
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	see	2)	33.96 14.80 22.89 15.43 12.11 17.24 15.60 16.79 20.56
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	see	2)	33.96 14.80 22.89 15.43 12.11 17.24 15.60 16.79 20.56 21.63 21.63
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	see	2)	33.96 14.80 22.89 15.43 12.11 17.24 15.60 16.79 20.56 21.63 21.63 16.56
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31301 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	see	2)	33.96 14.80 22.89 15.43 12.11 17.24 15.60 16.79 20.56 21.63 21.63 21.63 16.56 13.38
30621 - Weather Observer Senior ( 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	see	2)	33.96 14.80 22.89 15.43 12.11 17.24 15.60 16.79 20.56 21.63 21.63 16.56

99130 - Flight Follower	28.07
99251 - Laboratory Animal Caretaker	13.96
I	
99252 - Laboratory Animal Caretaker	15.15
II	
99260 - Marketing Analyst	28.87
99310 - Mortician	28.07
99410 - Pest Controller	23.56
99510 - Photofinishing Worker	14.75
99710 - Recycling Laborer	23.78
99711 - Recycling Specialist	28.65
99730 - Refuse Collector	21.48
99810 - Sales Clerk	12.98
99820 - School Crossing Guard	16.33
99830 - Survey Party Chief	19.76
99831 - Surveying Aide	12.63
99832 - Surveying Technician	20.70
99840 - Vending Machine Attendant	20.14
99841 - Vending Machine Repairer	25.30
99842 - Vending Machine Repairer	20.14
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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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.: 2015-5423
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	s  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: Colorado

Area: Colorado County of Mesa

\*\*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		16.96
01013 - Accounting Clerk III		18.96
01020 - Administrative Assistant		23.81
01035 - Court Reporter		17.64
01041 - Customer Service		13.07
Representative I		
01042 - Customer Service		14.70
Representative II		

01043 - Customer Service Representative III		16.03
01051 - Data Entry Operator I		13.97
01052 - Data Entry Operator II		15.24
01060 - Dispatcher Motor Vehicle		22.19
01070 - Document Preparation Clerk		14.05
01090 - Duplicating Machine Operator		14.05
01111 - General Clerk I		15.27
01112 - General Clerk II		16.67
01113 - General Clerk III		18.72
01120 - Housing Referral Assistant		19.67
01141 - Messenger Courier		16.69
01191 - Order Clerk I		15.98
01192 - Order Clerk II		17.44
01261 - Personnel Assistant		17.56
(Employment) I		
01262 - Personnel Assistant		19.65
(Employment) II		
01263 - Personnel Assistant		21.90
(Employment) III		
01270 - Production Control Clerk		25.58
01290 - Rental Clerk		17.79
01300 - Scheduler Maintenance		15.77
01311 - Secretary I		15.77
01312 - Secretary II		17.64
01313 - Secretary III		19.67
01320 - Service Order Dispatcher		19.83
-		
01410 - Supply Technician		23.81
01410 - Supply Technician 01420 - Survey Worker		23.81 16.44
01420 - Survey Worker		16.44
01420 - Survey Worker 01460 - Switchboard		16.44
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		16.44 14.15
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		16.44 14.15 14.55
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		16.44 14.15 14.55 15.37
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		16.44 14.15 14.55 15.37 16.49
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		16.44 14.15 14.55 15.37 16.49 14.05
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		16.44 14.15 14.55 15.37 16.49 14.05 15.77
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		16.44 14.15 14.55 15.37 16.49 14.05 15.77
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		16.44 14.15 14.55 15.37 16.49 14.05 15.77 17.64
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	16.44 14.15 15.37 16.49 14.05 15.77 17.64 21.99 22.76
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	16.44 14.15 15.37 16.49 14.05 15.77 17.64 21.99 22.76 21.28
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	16.44 14.15 15.37 16.49 14.05 15.77 17.64 21.99 22.76
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	16.44 14.15 15.37 16.49 14.05 15.77 17.64 21.99 22.76 21.28 21.28 18.37
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	16.44 14.15 15.37 16.49 14.05 15.77 17.64 21.99 22.76 21.28 21.28
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	16.44 14.15 14.55 15.37 16.49 14.05 15.77 17.64 21.99 22.76 21.28 21.28 18.37 24.17
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	16.44 14.15 15.37 16.49 14.05 15.77 17.64 21.99 22.76 21.28 21.28 21.28 18.37 24.17
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Glass Installer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	Electrician	16.44 14.15 15.37 16.49 14.05 15.77 17.64 21.99 22.76 21.28 21.28 18.37 24.17 21.28 24.17
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	16.44 14.15 15.37 16.49 14.05 15.77 17.64 21.99 22.76 21.28 21.28 21.28 18.37 24.17

05250 - Motor Vehicle Upholstery	19.89
Worker	01 00
05280 - Motor Vehicle Wrecker	21.28
05310 - Painter Automotive	22.72
05340 - Radiator Repair Specialist	21.28
05370 - Tire Repairer	14.64
05400 - Transmission Repair	24.17
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.70
07041 - Cook I	13.72
07042 - Cook II	15.89
07070 - Dishwasher	12.61
07130 - Food Service Worker	13.76
07210 - Meat Cutter	16.15
07260 - Waiter/Waitress	11.70
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.68
09040 - Furniture Handler	13.99
09080 - Furniture Refinisher	22.68
09090 - Furniture Refinisher Helper	16.89
09110 - Furniture Repairer Minor	19.78
09130 - Upholsterer	22.68
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.39
11060 - Elevator Operator	13.94
11090 - Gardener	20.92
11122 - Housekeeping Aide	13.94
11150 - Janitor	13.94
11210 - Laborer Grounds Maintenance	15.96
11240 - Maid or Houseman	12.60
11260 - Pruner	14.30
11270 - Tractor Operator	19.26
11330 - Trail Maintenance Worker	15.96
11360 - Window Cleaner	15.59
12000 - Health Occupations	
12010 - Ambulance Driver	19.78
12011 - Breath Alcohol Technician	20.87
12012 - Certified Occupational	28.63
Therapist Assistant	
12015 - Certified Physical Therapist	31.00
Assistant	
12020 - Dental Assistant	21.54
12025 - Dental Hygienist	37.43
12030 - EKG Technician	31.62
12035 - Electroneurodiagnostic	31.62
Technologist	
-	

12040 - Emergency Medical Technician	19.78
12071 - Licensed Practical Nurse I	18.66
12072 - Licensed Practical Nurse II	20.87
12073 - Licensed Practical Nurse III	23.26
12100 - Medical Assistant	16.72
12130 - Medical Laboratory	28.12
Technician	
12160 - Medical Record Clerk	17.57
12190 - Medical Record Technician	19.66
12195 - Medical Transcriptionist	17.20
12210 - Nuclear Medicine	45.86
Technologist	4.4 0 5
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.33
12223 - Nursing Assistant III	14.54
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	18.94
12236 - Optical Technician	18.66
12250 - Pharmacy Technician	17.30
12280 - Phlebotomist	18.47
12305 - Radiologic Technologist	30.87
12311 - Registered Nurse I	24.37
12312 - Registered Nurse II	29.81
12313 - Registered Nurse II	29.81
Specialist	
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III	36.08
Anesthetist	
12316 - Registered Nurse IV	43.24
12317 - Scheduler (Drug and Alcohol	25.85
Testing)	0 - 1 0
12320 - Substance Abuse Treatment	25.19
Counselor	
13000 - Information And Arts	
Occupations	01 50
13011 - Exhibits Specialist I	21.53
13012 - Exhibits Specialist II	26.66
13013 - Exhibits Specialist III	32.62
13041 - Illustrator I	21.53
13042 - Illustrator II	26.66
13043 - Illustrator III	32.62
13047 - Librarian	29.53
13050 - Library Aide/Clerk	17.14
13054 - Library Information	26.66
Technology Systems	
Administrator	1 ( ) 1
13058 - Library Technician	16.31
13061 - Media Specialist I	19.24
13062 - Media Specialist II	21.53
13063 - Media Specialist III	24.00

13071 - Photographer I		19.24
13072 - Photographer II		21.53
13073 - Photographer III		26.66
13074 - Photographer IV		32.62
13075 - Photographer V		39.46
13090 - Technical Order Library		21.75
Clerk		
13110 - Video Teleconference		19.24
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.25
14042 - Computer Operator II		17.05
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.92
14045 - Computer Operator V		24.28
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	21.95
14073 - Computer Programmer III	(see 1)	26.84
14074 - Computer Programmer IV	(see 1)	20.01
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14105 - Computer Systems Analyst III 14150 - Peripheral Equipment	(366 1)	15.25
Operator		10.20
14160 - Personal Computer Support		21.92
		21.92
Technician		
14170 - System Support Specialist		24.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.58
Instructor (Non-Rated)		0 - 0 1
15020 - Aircrew Training Devices		37.01
Instructor (Rated)		
15030 - Air Crew Training Devices		44.35
Instructor (Pilot)		
15050 - Computer Based Training		30.58
Specialist / Instructor		
15060 - Educational Technologist		29.30
15070 - Flight Instructor (Pilot)		44.35
15080 - Graphic Artist		22.17
15085 - Maintenance Test Pilot Fixed		44.35
Jet/Prop		
15086 - Maintenance Test Pilot		44.35
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.35
Pilot		
15090 - Technical Instructor		20.54
15095 - Technical Instructor/Course		25.12
Developer		
15110 - Test Proctor		16.63

	1 6 6 9
15120 - Tutor	16.63
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 07
16010 - Assembler	13.87
16030 - Counter Attendant	13.87
16040 - Dry Cleaner	16.69
16070 - Finisher Flatwork Machine	13.87
16090 - Presser Hand	13.87
16110 - Presser Machine Drycleaning	13.87
16130 - Presser Machine Shirts	13.87
16160 - Presser Machine Wearing	13.87
Apparel Laundry	10 00
16190 - Sewing Machine Operator	17.77
16220 - Tailor	18.88
16250 - Washer Machine	15.26
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.72
Room)	00 50
19040 - Tool And Die Maker	29.53
21000 - Materials Handling And Packing	
Occupations	10.05
21020 - Forklift Operator	18.85
21030 - Material Coordinator	25.58
21040 - Material Expediter	25.58
21050 - Material Handling Laborer	15.13
21071 - Order Filler	14.32
21080 - Production Line Worker (Food	18.85
Processing)	1 - 10
21110 - Shipping Packer	15.13
21130 - Shipping/Receiving Clerk	15.13
21140 - Store Worker I	12.86
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	18.85
21410 - Warehouse Specialist	18.85
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.75
23019 - Aircraft Logs and Records	20.69
Technician	05 04
23021 - Aircraft Mechanic I	25.24
23022 - Aircraft Mechanic II	26.75
23023 - Aircraft Mechanic III	28.08
23040 - Aircraft Mechanic Helper	17.67
23050 - Aircraft Painter	23.72
23060 - Aircraft Servicer	20.69
23070 - Aircraft Survival Flight	23.72
Equipment Technician	
23080 - Aircraft Worker	22.22

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23091 - Aircrew Life Support	22.22
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.24
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.72
23120 - Bicycle Repairer	16.20
23125 - Cable Splicer	30.12
23130 - Carpenter Maintenance	20.92
23140 - Carpet Layer	22.22
23160 - Electrician Maintenance	26.54
23181 - Electronics Technician	25.42
Maintenance I	
23182 - Electronics Technician	28.08
Maintenance II	
23183 - Electronics Technician	29.80
Maintenance III	
23260 - Fabric Worker	20.69
23290 - Fire Alarm System Mechanic	25.24
23310 - Fire Extinguisher Repairer	19.18
23311 - Fuel Distribution System	25.24
Mechanic	
23312 - Fuel Distribution System	19.18
Operator	
23370 - General Maintenance Worker	19.59
23380 - Ground Support Equipment	25.24
Mechanic	
23381 - Ground Support Equipment	20.69
Servicer	20.05
23382 - Ground Support Equipment	22.22
Worker	
23391 - Gunsmith I	19.18
23392 - Gunsmith II	22.22
23393 - Gunsmith III	25.24
23410 - Heating Ventilation And Air-	24.76
Conditioning	24.70
Mechanic	
23411 - Heating Ventilation And Air	25.99
Contidioning	20.99
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.70
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	27.70
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	25.24
23465 - Laboratory/Shelter Mechanic	23.72
23470 - Laborer	15.13
23510 - Locksmith	23.72
23530 - Machinery Maintenance	29.03
Mechanic	0.0 0.0
23550 - Machinist Maintenance	20.26

23580 - Maintenance Trades Helper	15.44
23591 - Metrology Technician I	25.24
23592 - Metrology Technician II	26.75
23593 - Metrology Technician III	28.08
23640 - Millwright	25.24
23710 - Office Appliance Repairer	20.43
23760 - Painter Maintenance	22.43
23790 - Pipefitter Maintenance	24.41
23810 - Plumber Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	25.24
23850 - Rigger	25.24
23870 - Scale Mechanic	22.22
23890 - Sheet-Metal Worker	26.97
Maintenance	
23910 - Small Engine Mechanic	22.22
23931 - Telecommunications Mechanic	30.01
I	
23932 - Telecommunications Mechanic	31.17
II	
23950 - Telephone Lineman	27.27
23960 - Welder Combination	22.34
Maintenance	
23965 - Well Driller	25.24
23970 - Woodcraft Worker	25.24
23980 - Woodworker	19.18
24000 - Personal Needs Occupations	
24550 - Case Manager	16.07
24570 - Child Care Attendant	12.52
24580 - Child Care Center Clerk	15.60
24610 - Chore Aide	12.74
24620 - Family Readiness And Support	16.07
Services	
Coordinator	
24630 - Homemaker	16.07
25000 - Plant And System Operations	
Occupations	_
	26.31
25010 - Boiler Tender	$\gamma \subset 1 \wedge$
25040 - Sewage Plant Operator	26.10
25040 - Sewage Plant Operator 25070 - Stationary Engineer	26.31
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	26.31 18.65
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	26.31
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	26.31 18.65
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	26.31 18.65 26.10
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	26.31 18.65 26.10 17.74
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	26.31 18.65 26.10 17.74 15.78
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	26.31 18.65 26.10 17.74 15.78 23.69
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	26.31 18.65 26.10 17.74 15.78 23.69 23.69
<pre>25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler</pre>	26.31 18.65 26.10 17.74 15.78 23.69 23.69 17.65
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	26.31 18.65 26.10 17.74 15.78 23.69 23.69

27101 - Guard I			15.78
27102 - Guard II			17.65
27131 - Police Officer I			30.45
27132 - Police Officer II			33.84
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			16.48
28042 - Carnival Equipment Repairer			17.90
28043 - Carnival Worker			12.16
28210 - Gate Attendant/Gate Tender			16.79
28310 - Lifequard			12.27
28350 - Park Attendant (Aide)			18.78
28510 - Recreation Aide/Health			13.70
Facility Attendant			
28515 - Recreation Specialist			23.26
28630 - Sports Official			14.95
28690 - Swimming Pool Operator			20.73
29000 - Stevedoring/Longshoremen			20.75
Occupational Services			
29010 - Blocker And Bracer			22.22
29010 - Blocker And Bracer 29020 - Hatch Tender			22.22
29020 - Hatten Tender 29030 - Line Handler			22.22
29041 - Stevedore I			20.69
29042 - Stevedore II			23.72
30000 - Technical Occupations		<u></u>	
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.43
30022 - Archeological Technician II			19.51
30023 - Archeological Technician III			24.16
30030 - Cartographic Technician			24.16
30040 - Civil Engineering Technician			26.50
30051 - Cryogenic Technician I			26.76
30052 - Cryogenic Technician II			29.56
30061 - Drafter/CAD Operator I			17.43
30062 - Drafter/CAD Operator II			19.51
30063 - Drafter/CAD Operator III			21.75
30064 - Drafter/CAD Operator IV			26.76
30081 - Engineering Technician I			15.53
30082 - Engineering Technician II			17.43
30083 - Engineering Technician III			19.51
30084 - Engineering Technician IV			24.16
30085 - Engineering Technician V			29.56
30086 - Engineering Technician VI			35.76
30090 - Environmental Technician			24.16
30095 - Evidence Control Specialist			24.16
30210 - Laboratory Technician			21.75
SULLY LUDGLACOLY IECHILCIAN			<u> </u>

30221 - Latent Fingerprint         26.76           Technician I         29.56           Technician II         29.56           30222 - Latent Fingerprint         29.56           Technician II         24.16           30361 - Paralegal/Legal Assistant I         18.81           30362 - Paralegal/Legal Assistant II         23.29           30363 - Paralegal/Legal Assistant IV         34.47           30375 - Petroleum Supply Specialist         29.56           30461 - Technical Writer I         24.16           30395 - Radiation Control Technician         29.56           30462 - Technical Writer II         24.16           30395 - Radiation Control Technician         29.56           30461 - Technical Writer II         29.56           30462 - Technical Writer II         29.56           30491 - Unexploded Ordnance (UXO)         30.98           Technician II         30.494           30494 - Unexploded Ordnance (UXO)         37.13           30494 - Unexploded Ordnance (UXO)         37.13           30494 - Unexploded (UXO) Safety         25.60           Personnel         30501 - Weather Forecaster I         26.76           30502 - Weather Cobserver Combined (see 2)         24.16           31000 - Transportation/Mobile         20.9				
30222 - Latent Fingerprint       29.56         Technician II       30240 - Mathematical Technician       24.16         30361 - Paralegal/Legal Assistant I       18.81         30362 - Paralegal/Legal Assistant II       23.29         30363 - Paralegal/Legal Assistant II       23.29         30364 - Paralegal/Legal Assistant IV       34.47         30375 - Petroleum Supply Specialist       29.56         30390 - Photo-Optics Technician       24.16         30395 - Radiation Control Technician       29.56         30461 - Technical Writer II       29.56         30462 - Technical Writer III       35.76         30463 - Technical Writer III       35.76         30491 - Unexploded Ordnance (UXO)       30.98         Technician II       30.493         30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30.493         30493 - Unexploded (UXO) Safety       25.60         Personnel       25.60         Sufface Programs       30621 - Weather Forecaster I       26.76         30501 - Weather Forecaster II       32.56         30620 - Weather Observer Senior (see 2)       24.16         31010 - Airplane Pilot       30.98         31020 - Transportation/Mobile       20.27 <td< th=""><th></th><th></th><th></th><th>26.76</th></td<>				26.76
Technician II         24.16           30240 - Mathematical Technician         24.16           30361 - Paralegal/Legal Assistant I         23.29           30363 - Paralegal/Legal Assistant II         23.29           30364 - Paralegal/Legal Assistant IV         34.47           30375 - Petroleum Supply Specialist         29.56           30390 - Photo-Optics Technician         24.16           30461 - Technical Writer I         29.56           30461 - Technical Writer II         29.56           30462 - Technical Writer II         29.56           30463 - Technical Writer II         29.56           30463 - Technical Writer III         57.76           30491 - Unexploded Ordnance (UXO)         25.60           Technician II         30.98           30492 - Unexploded Ordnance (UXO)         37.13           Technician III         30.494           30493 - Unexploded (UXO) Safety         25.60           Escort         30495           30494 - Unexploded (UXO) Sweep         25.60           Personnel         30501 - Weather Forecaster I         32.56           30502 - Weather Forecaster I         32.56         30621 - Weather Observer Senior (see 2)         24.16           31000 - Transportation/Mobile         Equipment Operation Occupations				20 56
30361 - Paralegal/Legal Assistant I       18.81         30362 - Paralegal/Legal Assistant II       23.29         30363 - Paralegal/Legal Assistant II       23.29         30364 - Paralegal/Legal Assistant       28.49         III       30375 - Petroleum Supply Specialist       29.56         30390 - Photo-Optics Technician       24.16         30395 - Radiation Control Technician       29.56         30461 - Technical Writer I       24.16         30462 - Technical Writer II       29.56         30463 - Technical Writer III       35.76         30491 - Unexploded Ordnance (UXO)       30.98         Technician II       30.493         30492 - Unexploded Ordnance (UXO)       30.98         Technician II       30.493         30495 - Unexploded (UXO) Safety       25.60         Escort       30.495         30501 - Weather Forecaster I       26.76         30502 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30.98         Sufface Programs       30621 - Weather Observer Senior (see 2)       24.16         31000 - Transportation/Mobile       Equipment Operation Occupations       30.98         31020 - Bus Aide       14.33       31030 - Bus Driver       20.27         31020 - Bu				29.00
30361 - Paralegal/Legal Assistant I       18.81         30362 - Paralegal/Legal Assistant II       23.29         30363 - Paralegal/Legal Assistant II       23.29         30364 - Paralegal/Legal Assistant       28.49         III       30375 - Petroleum Supply Specialist       29.56         30390 - Photo-Optics Technician       24.16         30395 - Radiation Control Technician       29.56         30461 - Technical Writer I       24.16         30462 - Technical Writer II       29.56         30463 - Technical Writer III       35.76         30491 - Unexploded Ordnance (UXO)       30.98         Technician II       30.493         30492 - Unexploded Ordnance (UXO)       30.98         Technician II       30.493         30495 - Unexploded (UXO) Safety       25.60         Escort       30.495         30501 - Weather Forecaster I       26.76         30502 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30.98         Sufface Programs       30621 - Weather Observer Senior (see 2)       24.16         31000 - Transportation/Mobile       Equipment Operation Occupations       30.98         31020 - Bus Aide       14.33       31030 - Bus Driver       20.27         31020 - Bu	30240 - Mathematical Technician			24.16
30362 - Paralegal/Legal Assistant II       23.29         30363 - Paralegal/Legal Assistant       28.49         III       30364 - Paralegal/Legal Assistant IV       34.47         30375 - Petroleum Supply Specialist       29.56         30390 - Photo-Optics Technician       29.56         30395 - Radiation Control Technician       29.56         30461 - Technical Writer I       24.16         30462 - Technical Writer II       29.56         30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         30491 - Unexploded Ordnance (UXO)       37.13         Technician II       30.494         30493 - Unexploded Ordnance (UXO)       37.13         Technician II       30.494         30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         Sofo2 - Weather Forecaster I       32.56         30620 - Weather Forecaster I       32.56         30621 - Weather Observer Combined (see 2)       21.75         Upper Air Or       31010 - Airplane Pilot       30.98         31020 - Bus Aide       14.33         31030 - Bus Driver       20.27         31043 - Driver Courier       16.81         31030 - Bus Driver       20.27				
30363 - Paralegal/Legal Assistant       28.49         III       30375 - Petroleum Supply Specialist       29.56         30390 - Photo-Optics Technician       24.16         30395 - Radiation Control Technician       29.56         30461 - Technical Writer I       24.16         30462 - Technical Writer II       29.56         30461 - Technical Writer II       29.56         30462 - Technical Writer III       29.56         30463 - Technical Writer III       29.56         30492 - Unexploded Ordnance (UXO)       30.98         Technician II       30.493         30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30.493         30493 - Unexploded (UXO) Safety       25.60         Escort       25.60         Personnel       26.76         30501 - Weather Forecaster I       32.56         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30.98         Sufface Programs       30621 - Weather Observer Senior (see 2)       24.16         31010 - Transportation/Mobile       20.27         Equipment Operation Occupations       31.020 - Bus Aide       14.33         31200 - Bus Aide       14.33         31200 - Bus Aide       14.				
III 30364 - Paralegal/Legal Assistant IV 30375 - Petroleum Supply Specialist 29.56 30330 - Photo-Optics Technician 24.16 30395 - Radiation Control Technician 29.56 30461 - Technical Writer I 24.16 30462 - Technical Writer II 29.56 30463 - Technical Writer III 29.56 30463 - Technical Writer III 29.56 30463 - Technical Writer III 29.56 30491 - Unexploded Ordnance (UXO) 25.60 Technician I 30492 - Unexploded Ordnance (UXO) 30.98 Technician II 30494 - Unexploded Ordnance (UXO) 30.98 Technician III 30494 - Unexploded Ordnance (UXO) 30.98 Technician III 30494 - Unexploded (UXO) Safety 25.60 Escort 30495 - Unexploded (UXO) Safety 25.60 Personnel 30501 - Weather Forecaster I 26.76 30502 - Weather Forecaster II 22.56 30620 - Weather Forecaster II 22.56 30621 - Weather Forecaster II 30621 - Weather Observer Combined (see 2) 24.16 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 30.98 31020 - Bus Aide 31030 - Bus Driver 16.81 31330 - Bus Driver 16.81 313310 - Taxing and Lot Attendant 12.81 31361 - Truckdriver Light 31336 - Truckdriver Medium 18.49 31364 - Truckdriver Tractor-Trailer 22.81 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99050 - Desk Clerk 2.24				
30364 - Paralegal/Legal Assistant IV       34.47         30375 - Petroleum Supply Specialist       29.56         30390 - Photo-Optics Technician       24.16         30395 - Radiation Control Technician       29.55         30461 - Technical Writer II       24.16         30462 - Technical Writer II       29.56         30463 - Technical Writer III       35.76         30491 - Unexploded Ordnance (UXO)       30.98         Technician II       30.493 - Unexploded Ordnance (UXO)       30.98         Technician III       30.495 - Unexploded Ordnance (UXO)       37.13         Technician III       30.495 - Unexploded (UXO) Safety       25.60         Escort       30.495 - Unexploded (UXO) Sweep       25.60         Personnel       30501 - Weather Forecaster I       26.76         30502 - Weather Forecaster II       32.56       30621 - Weather Observer Senior (see 2)       24.16         31000 - Transportation/Mobile       Equipment Operation Occupations       310.09       31.020         31010 - Airplane Pilot       30.98       31.020       30.98         31260 - Parking and Lot Attendant       22.81       31.316         31260 - Parking and Lot Attendant       22.81       31.316         31310 - Taxi Driver       16.85       31.316       71				20.47
30375 - Petroleum Supply Specialist       29.56         30390 - Photo-Optics Technician       24.16         30395 - Radiation Control Technician       29.56         30461 - Technical Writer I       29.56         30462 - Technical Writer III       29.56         30463 - Technical Writer III       35.76         30491 - Unexploded Ordnance (UXO)       30.98         Technician I       30.98         30492 - Unexploded Ordnance (UXO)       30.98         Technician II       30.98         30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30494         30495 - Unexploded (UXO) Safety       25.60         Escort       25.60         30501 - Weather Forecaster I       26.76         30502 - Weather Forecaster I       32.56         30621 - Weather Forecaster II       32.56         30621 - Weather Observer Senior (see 2)       24.16         31000 - Transportation/Mobile       20.27         Surface Programs       30.98         31010 - Airplane Pilot       30.98         31020 - Bus Aide       14.33         31030 - Bus Driver       20.27         31043 - Driver Courier       16.81         31260 - Parking and Lot Attendant       12.81     <				21 17
30390 - Photo-Optics Technician       24.16         30395 - Radiation Control Technician       29.56         30461 - Technical Writer II       29.56         30462 - Technical Writer II       29.56         30463 - Technical Writer III       35.76         30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         Technician II       30.98         30492 - Unexploded Ordnance (UXO)       37.13         Technician II       30.98         30494 - Unexploded Ordnance (UXO)       37.13         Technician III       30.98         30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         Sofol - Weather Forecaster I       26.76         30502 - Weather Forecaster II       32.56         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30.98         Surface Programs       30621 - Weather Observer Senior (see 2)       24.16         31000 - Transportation/Mobile       Equipment Operation Occupations       30.98         31020 - Bus Aide       14.33       31030 - Bus Driver       20.27         31043 - Driver Courier       16.81       31310 - Taxi Driver       16.81         31310 - Taxi Driver       16.81				
30395 - Radiation Control Technician       29.56         30461 - Technical Writer I       24.16         30462 - Technical Writer III       29.56         30463 - Technical Writer III       35.76         30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         Technician II       30.98         Technician III       30.98         30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30.494         30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         Super Air Or       25.60         Personnel       26.76         30501 - Weather Forecaster I       32.56         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30.98         31000 - Transportation/Mobile       20.27         31010 - Airplane Pilot       30.98         31020 - Bus Aide       14.33         31260 - Parking and Lot Attendant       12.81         31310 - Taxi Driver       16.81         31310 - Taxi Driver       16.81         31361 - Truckdriver Light       17.14         31362 - Truckdriver Kedium       18.49         31363 - Truckdriver Kedium       18.49 </th <th></th> <th></th> <th></th> <th></th>				
30461 - Technical Writer I       24.16         30462 - Technical Writer II       29.56         30463 - Technical Writer III       35.76         30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         Technician II       30.98         Technician II       30.98         Technician II       30.98         Sod93 - Unexploded Ordnance (UXO)       30.98         Technician II       30.98         Sod94 - Unexploded (UXO) Safety       25.60         Escort       25.60         Socort       26.76         30501 - Weather Forecaster I       26.76         Socol - Weather Observer Combined (see 2)       21.75         Upper Air Or       30621 - Weather Observer Senior (see 2)       24.16         31000 - Transportation/Mobile       30.98       31020 - Bus Aide       14.33         31010 - Airplane Pilot       30.98       31030 - Bus Driver       20				
30462 - Technical Writer II       29.56         30463 - Technical Writer III       35.76         30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         Technician II       30.98         Technician II       30.98         Technician III       30.98         Stechnician III       30.98         Technician III       25.60         Stechnician III       26.76         30495 - Unexploded (UXO) Safety       25.60         Personnel       25.60         Stechnician II       26.76         30501 - Weather Forecaster I       32.56         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30.98         Surface Programs       30.92         30621 - Weather Observer Senior (see 2)       24.16         31000 - Transportation/Mobile       20.27         Surface Programs       30.98         31020 - Bus Aide       14.33         31030 - Bus Driver       16.81         31260 - Parking and Lot Attendant       <				
30463 - Technical Writer III       35.76         30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         Technician II       30.99         30493 - Unexploded Ordnance (UXO)       37.13         Technician II       30494         30495 - Unexploded (UXO) Safety       25.60         Escort       25.60         30495 - Unexploded (UXO) Safety       25.60         Personnel       25.60         30501 - Weather Forecaster I       26.76         30502 - Weather Forecaster II       32.56         30620 - Weather Observer Combined (See 2)       21.75         Upper Air Or       31000 - Transportation/Mobile       20.27         Sufface Programs       30.98       31020 - Bus Aide       14.33         31010 - Airplane Pilot       30.98       31020 - Bus Aide       14.33         31200 - Bus Aide       14.33       31303 - Driver Courier       16.81         31210 - Taxin Driver       16.81       31310 - Taxi Driver       28.53         31361 - Truckdriver Light       17.14       31364 - Truckdriver Heavy       22.81         31364 - Truckdriver Tractor-Trailer       22.81       31364 - Truckdriver Tractor-Trailer       22.81         99000 - Cashier       12.90				
30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         Technician II       30.98         30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         30495 - Unexploded (UXO) Safety       25.60         Personnel       25.60         30501 - Weather Forecaster I       26.76         30502 - Weather Forecaster II       32.56         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       31000 - Transportation/Mobile         Equipment Operation Occupations       31010 - Airplane Pilot       30.98         31020 - Bus Aide       14.33         31030 - Bus Driver       20.27         31043 - Driver Courier       16.19         31260 - Parking and Lot Attendant       12.81         31310 - Taxi Driver       16.85         31361 - Truckdriver Light       17.14         31362 - Truckdriver Medium       18.49         31363 - Truckdriver Tractor-Trailer       22.81         31364 - Truckdriver Tractor-Trailer       22.81         99020 - Cabin Safety Specialist       15.10         99030 - Cashier       12.94 <th>30462 - Technical Writer II</th> <th></th> <th></th> <th>29.56</th>	30462 - Technical Writer II			29.56
Technician I       30.98         30492 - Unexploded Ordnance (UXO)       30.98         Technician II       37.13         Technician III       37.13         Stechnician III       37.13         Stechnician III       37.13         Stechnician III       37.13         Stechnician III       25.60         Escort       25.60         Personnel       26.76         30501 - Weather Forecaster I       26.76         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30621 - Weather Observer Senior (see 2)       24.16         31000 - Transportation/Mobile       20.27         Stol0 - Bus Aide       14.33         31030 - Bus Driver       20.27         31043 - Driver Courier       16.19         31260 - Parking and Lot Attendant       12.81         31200 - Shuttle Bus Driver       16.81         313131 - Taxi Driver       16.85         31361 - Truckdriver Light       17.14         31362 - Truckdriver Medium       18.49         31363 - Truckdriver Medium       18.49         31364 - Truckdriver Medium       18.49         31364 - Truckdriver Medium       18.49         31364 - Truckdriver Medium       <	30463 - Technical Writer III			35.76
30492 - Unexploded Ordnance (UXO)       30.98         Technician II       30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30494 - Unexploded (UXO) Safety       25.60         Escort       20495 - Unexploded (UXO) Sweep       25.60         Personnel       26.76         30501 - Weather Forecaster I       26.76         30502 - Weather Forecaster II       32.56         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       21.75         Surface Programs       30.98         31000 - Transportation/Mobile       20.27         31010 - Airplane Pilot       30.98         31020 - Bus Aide       14.33         31030 - Bus Driver       20.27         31043 - Driver Courier       16.81         31260 - Farking and Lot Attendant       12.81         31210 - Taxi Driver       16.85         31310 - Taxi Driver       16.85         31361 - Truckdriver Light       17.14         31362 - Truckdriver Medium       18.49         31363 - Truckdriver Tractor-Trailer       22.81         31364 - Truckdriver Tractor-Trailer       22.81         99020 - Cabin Safety Specialist       15.10         99020 - Cabhier       12.70	30491 - Unexploded Ordnance (UXO)			25.60
Technician II       30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         30495 - Unexploded (UXO) Sweep       25.60         Personnel       26.76         30501 - Weather Forecaster I       26.76         30502 - Weather Forecaster II       32.56         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30621 - Weather Observer Senior (see 2)       24.16         31000 - Transportation/Mobile       30.98         31010 - Airplane Pilot       30.98         31020 - Bus Aide       14.33         31030 - Bus Driver       20.27         31043 - Driver Courier       16.81         31260 - Parking and Lot Attendant       12.81         31310 - Taxi Driver       16.81         31361 - Truckdriver Light       17.14         31362 - Truckdriver Medium       18.49         31363 - Truckdriver Keavy       22.81         31364 - Truckdriver Keavy       22.81         99000 - Miscellaneous Occupations       99020 - Cabin Safety Specialist       15.10         99020 - Cabin Safety Specialist       15.10         99030 - Cashier       12.70         99050 -	Technician I			
Technician II       30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         30495 - Unexploded (UXO) Sweep       25.60         Personnel       26.76         30501 - Weather Forecaster I       26.76         30502 - Weather Forecaster II       32.56         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30621 - Weather Observer Senior (see 2)       24.16         31000 - Transportation/Mobile       30.98         31010 - Airplane Pilot       30.98         31020 - Bus Aide       14.33         31030 - Bus Driver       20.27         31043 - Driver Courier       16.81         31260 - Parking and Lot Attendant       12.81         31310 - Taxi Driver       16.81         31361 - Truckdriver Light       17.14         31362 - Truckdriver Medium       18.49         31363 - Truckdriver Keavy       22.81         31364 - Truckdriver Keavy       22.81         99000 - Miscellaneous Occupations       99020 - Cabin Safety Specialist       15.10         99020 - Cabin Safety Specialist       15.10         99030 - Cashier       12.70         99050 -	30492 - Unexploded Ordnance (UXO)			30.98
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<b>99095 - Embalmer</b> 25.60				
	99095 - Embalmer			25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.83
I	
99252 - Laboratory Animal Caretaker	16.62
II	
99260 - Marketing Analyst	24.70
99310 - Mortician	25.60
99410 - Pest Controller	21.68
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.64
99711 - Recycling Specialist	25.82
99730 - Refuse Collector	19.64
99810 - Sales Clerk	13.38
99820 - School Crossing Guard	14.56
99830 - Survey Party Chief	22.09
99831 - Surveying Aide	16.79
99832 - Surveying Technician	20.89
99840 - Vending Machine Attendant	19.11
99841 - Vending Machine Repairer	24.04
99842 - Vending Machine Repairer	19.11
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre>            Wage Determination No.: 2015-5425   Revision No.: 18   Date Of Last Revision: 12/27/2021                                      </pre>

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: Colorado

Area: Colorado County of Weld

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.19
01012 - Accounting Clerk II		17.06
01013 - Accounting Clerk III		19.08
01020 - Administrative Assistant		26.31
01035 - Court Reporter		20.43
01041 - Customer Service		13.88
Representative I		
01042 - Customer Service		15.15
Representative II		

01043 - Customer Service Representative III		17.02
01051 - Data Entry Operator I		18.72
01052 - Data Entry Operator II		20.44
		23.24
01060 - Dispatcher Motor Vehicle		
01070 - Document Preparation Clerk		16.26
01090 - Duplicating Machine Operator		16.26
01111 - General Clerk I		15.33
01112 - General Clerk II		16.73
01113 - General Clerk III		18.79
01120 - Housing Referral Assistant		22.77
01141 – Messenger Courier		13.26
01191 - Order Clerk I		17.87
01192 - Order Clerk II		19.50
01261 - Personnel Assistant		17.34
(Employment) I		
01262 - Personnel Assistant		19.39
(Employment) II		
01263 - Personnel Assistant		21.62
(Employment) III		
01270 - Production Control Clerk		24.56
01290 - Rental Clerk		18.82
01300 - Scheduler Maintenance		18.27
01311 - Secretary I		18.27
01312 - Secretary II		20.43
—		20.43
01313 - Secretary III		
01320 - Service Order Dispatcher		20.40
01410 - Supply Technician		26.31
01420 - Survey Worker		17.77
01460 - Switchboard		14.27
Operator/Receptionist		
01531 - Travel Clerk I		14.55
01532 - Travel Clerk II		15.37
01533 - Travel Clerk III		16.49
01611 - Word Processor I		16.26
01612 - Word Processor II		18.27
01613 - Word Processor III		20.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		26.19
Fiberglass		
05010 - Automotive	Electrician	22.47
05040 - Automotive Glass Installer		21.30
05070 - Automotive Worker		21.30
05110 - Mobile Equipment Servicer		19.37
05130 - Motor Equipment Metal		23.42
Mechanic		
05160 - Motor Equipment Metal Worker		21.30
05100 - Motor Vehicle Mechanic		23.42
05220 - Motor Vehicle Mechanic		18.05
Helper		TO.00
TIET KET		

05250 - Motor Vehicle Upholstery	21.30
Worker	01 00
05280 - Motor Vehicle Wrecker	21.30
05310 - Painter Automotive	22.04
05340 - Radiator Repair Specialist	21.30
05370 - Tire Repairer	17.34
05400 - Transmission Repair	23.42
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.52
07041 - Cook I	14.67
07042 - Cook II	16.98
07070 - Dishwasher	12.23
07130 - Food Service Worker	12.71
07210 - Meat Cutter	19.27
07260 - Waiter/Waitress	11.72
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.97
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	20.97
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer Minor	19.72
09130 - Upholsterer	20.97
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.91
11060 - Elevator Operator	13.97
11090 - Gardener	22.33
11122 - Housekeeping Aide	13.97
11150 - Janitor	13.97
11210 - Laborer Grounds Maintenance	17.47
11240 - Maid or Houseman	12.57
11260 - Pruner	16.62
11270 - Tractor Operator	20.58
11330 - Trail Maintenance Worker	17.47
11360 - Window Cleaner	14.92
12000 - Health Occupations	
12010 - Ambulance Driver	25.50
12011 - Breath Alcohol Technician	25.50
12012 - Certified Occupational	34.51
Therapist Assistant	
12015 - Certified Physical Therapist	28.30
Assistant	
12020 - Dental Assistant	18.55
12025 - Dental Hygienist	43.63
12030 - EKG Technician	39.68
12035 - Electroneurodiagnostic	39.68
Technologist	

12040 - Emergency Medical Technician       25.342         12072 - Licensed Practical Nurse II       26.18         12073 - Licensed Practical Nurse III       29.19         12100 - Medical Assistant       16.7         12130 - Medical Laboratory       27.03         Technician       23.44         12190 - Medical Record Clerk       20.96         12190 - Medical Record Technician       23.44         12191 - Nursing Assistant I       12.38         12221 - Nursing Assistant II       13.93         12222 - Nursing Assistant III       15.20         12236 - Optical Technician       23.42         12237 - Optical Dispenser       25.00         12236 - Optical Technician       17.10         12305 - Radiologic Technologist       31.83         12311 - Registered Nurse II       36.67         12313 - Registered Nurse III       43.96         12314 - Registered Nurse III       43.96         12315 - Registered Nurse III       43.96         12317 - Scheduler (Drug and Alcohol       31.59         12320 - Substance Abuse Treatment       25.05         Cocupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       21.12         13013 - Exhibits Specialist II		
12072 - Licensed Practical Nurse II       26.18         12073 - Licensed Practical Nurse III       29.19         12100 - Medical Assistant       16.76         12130 - Medical Record Clerk       20.96         12160 - Medical Record Technician       23.44         12195 - Medical Record Technician       23.44         12190 - Nuclear Medicine       57.56         Technologist       12.221         12221 - Nursing Assistant I       12.38         12222 - Nursing Assistant II       13.93         12224 - Nursing Assistant IV       17.06         12235 - Optical Dispenser       25.00         12236 - Optical Technician       17.34         12280 - Pharmacy Technician       17.34         12231 - Registered Nurse I       29.98         12313 - Registered Nurse II       36.67         12314 - Registered Nurse III       43.96         12315 - Registered Nurse III       43.96         12316 - Specialist       1         13000 - Information And Arts       20.05         13010 - Exhibits Specialist I       21.12         13010 - Information And Arts       22.00         13011 - Exhibits Specialist II       21.12         13012 - Exhibits Specialist III       22.00         13042 - Illust	12040 - Emergency Medical Technician	25.50
12073 - Licensed Practical Nurse III       29.19         12100 - Medical Assistant       16.76         12130 - Medical Laboratory       27.03         Technician       21.00         12160 - Medical Record Clerk       20.96         12190 - Medical Transcriptionist       23.42         12210 - Nuclear Medicine       57.56         Technologist       12.222         12222 - Nursing Assistant I       13.93         12223 - Nursing Assistant II       13.93         12224 - Nursing Assistant IV       17.06         12235 - Optical Dispenser       25.00         12236 - Optical Dispenser       25.00         12235 - Optical Dispenser       29.98         12310 - Registered Nurse I       29.98         12311 - Registered Nurse II       36.67         Specialist       12313 - Registered Nurse III       43.96         12314 - Registered Nurse III       43.96         12315 - Registered Nurse IV       53.17         12317 - Scheduler (Drug and Alcohol       31.59         Testing)       12300 - Information And Arts         0ccupations       13011 - Exhibits Specialist II       21.12         13012 - Exhibits Specialist III       26.16         13041 - Illustrator II       21.02		
12100 - Medical Assistant       16.76         12130 - Medical Laboratory       27.03         Technician       27.03         12160 - Medical Record Clerk       20.96         12190 - Medical Transcriptionist       23.44         12195 - Medical Transcriptionist       23.44         12191 - Nuclear Medicine       57.56         Technologist       12.23         12221 - Nursing Assistant I       13.93         12222 - Nursing Assistant III       13.93         12235 - Optical Dispenser       25.00         12236 - Optical Technician       23.42         12250 - Pharmacy Technician       17.34         12260 - Phermacy Technician       17.34         12230 - Statered Nurse I       29.98         12311 - Registered Nurse II       36.67         12313 - Registered Nurse III       36.67         12314 - Registered Nurse III       43.96         Anesthetist       12316 - Registered Nurse III       36.67         12315 - Registered Nurse IV       53.17       12317 - Scheduler (Drug and Alcohol       31.59         Testing)       13011 - Exhibits Specialist I       21.12       13012 - Exhibits Specialist II       21.12         13012 - Exhibits Specialist III       26.16       13013 - Exhibits Specialist III		
12130 - Medical Laboratory       27.03         Technician       20.96         12190 - Medical Record Clerk       20.96         12195 - Medical Record Technician       23.44         12195 - Medical Record Technician       23.44         12195 - Medical Record Technician       23.44         12195 - Musical Record Technician       23.44         12210 - Nuclear Medicine       57.56         Technologist       12.238         12221 - Nursing Assistant II       13.93         12222 - Nursing Assistant IV       17.06         12235 - Optical Dispenser       25.00         12236 - Optical Technician       23.44         12200 - Phaedotomist       18.71         12205 - Pheleotomist       18.71         12305 - Rediologic Technologist       31.83         12311 - Registered Nurse II       29.98         12312 - Registered Nurse III       43.96         12313 - Registered Nurse III       43.96         12314 - Registered Nurse III       43.96         12315 - Registered Nurse IV       53.17         12316 - Registered Nurse IV       53.17         12317 - Scheduler (Drug and Alcohol       31.59         Testing)       13001 - Information And Arts         Occupations       13		
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12222 - Nursing Assistant II       13.93         12223 - Nursing Assistant III       15.20         12224 - Nursing Assistant IV       17.06         12235 - Optical Dispenser       25.00         12236 - Optical Technician       23.42         12250 - Pharmacy Technician       17.34         12280 - Phlebotomist       18.71         12305 - Radiologic Technologist       31.83         12311 - Registered Nurse I       29.98         12312 - Registered Nurse II       36.67         Specialist       36.67         12314 - Registered Nurse III       43.96         12315 - Registered Nurse III       43.96         12315 - Registered Nurse IV       53.17         12317 - Scheduler (Drug and Alcohol       31.59         Testing)       12320 - Substance Abuse Treatment       25.05         Counselor       21.12         13000 - Information And Arts       200         0ccupations       13011 - Exhibits Specialist II       21.12         13042 - Hilustrator II       21.12         13042 - Illustrator II       21.12         13043 - Illustrator III       26.16         13043 - Illustrator III       28.98         13054 - Library Information       26.16         13054 - Li		
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12235 - Optical Dispenser       25.00         12236 - Optical Technician       23.42         12250 - Pharmacy Technician       17.34         12280 - Phlebotomist       18.71         12305 - Radiologic Technologist       31.83         12311 - Registered Nurse I       29.98         12312 - Registered Nurse II       36.67         12313 - Registered Nurse III       36.67         Specialist       36.67         12315 - Registered Nurse III       43.96         12315 - Registered Nurse III       43.96         12315 - Registered Nurse IV       53.17         12316 - Registered Nurse IV       53.17         12317 - Scheduler (Drug and Alcohol       31.59         Testing)       12320 - Substance Abuse Treatment       25.05         Counselor       13000 - Information And Arts       200         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       22.00         13041 - Illustrator II       21.12         13042 - Illustrator III       32.00         13043 - Illustrator III       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       74.64 <td< td=""><td></td><td></td></td<>		
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12280 - Phlebotomist       18.71         12305 - Radiologic Technologist       31.83         12311 - Registered Nurse I       29.98         12312 - Registered Nurse II       36.67         12313 - Registered Nurse II       36.67         Specialist       36.67         12314 - Registered Nurse III       43.96         12315 - Registered Nurse III       43.96         12315 - Registered Nurse IV       53.17         12316 - Registered Nurse IV       53.17         12317 - Scheduler (Drug and Alcohol       31.59         Testing)       12320 - Substance Abuse Treatment       25.05         Counselor       21.12         13000 - Information And Arts       200         0ccupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       20.00         13041 - Illustrator I       21.12         13042 - Illustrator III       26.16         13043 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       764         Administrator       17.64         13061 - Media Specialist II       <		
12305 - Radiologic Technologist       31.83         12311 - Registered Nurse I       29.98         12312 - Registered Nurse II       36.67         12313 - Registered Nurse II       36.67         Specialist       36.67         12314 - Registered Nurse III       43.96         12315 - Registered Nurse III       43.96         Anesthetist       12316 - Registered Nurse IV         12317 - Scheduler (Drug and Alcohol       31.59         Testing)       12300 - Substance Abuse Treatment       25.05         Counselor       25.05         13001 - Information And Arts       2000         0ccupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.16         13041 - Illustrator I       21.12         13042 - Illustrator II       22.00         13043 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       7.64         Administrator       13.64         13058 - Library Technician       17.64         13061 - Media Specialist II       18.88 <td></td> <td>17.34</td>		17.34
12311 - Registered Nurse I       29.98         12312 - Registered Nurse II       36.67         12313 - Registered Nurse II       36.67         Specialist       36.67         12314 - Registered Nurse III       43.96         12315 - Registered Nurse III       43.96         Anesthetist       31.59         12317 - Scheduler (Drug and Alcohol       31.59         Testing)       12320 - Substance Abuse Treatment       25.05         Counselor       25.05         13000 - Information And Arts       2000         Occupations       21.12         13012 - Exhibits Specialist I       21.12         13013 - Exhibits Specialist III       26.16         13041 - Illustrator I       21.12         13042 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       26.16         Administrator       26.16         13058 - Library Technician       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	12280 - Phlebotomist	18.71
12312 - Registered Nurse II       36.67         12313 - Registered Nurse II       36.67         Specialist       36.67         12314 - Registered Nurse III       43.96         12315 - Registered Nurse III       43.96         Anesthetist       43.96         12317 - Registered Nurse III       43.96         12317 - Scheduler (Drug and Alcohol       31.59         Testing)       12320 - Substance Abuse Treatment       25.05         Cocupations       25.05         13000 - Information And Arts       25.05         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.16         13013 - Exhibits Specialist III       22.00         13041 - Illustrator II       22.00         13042 - Illustrator III       32.00         13043 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       7.64         Administrator       13.64         13058 - Library Technician       17.64         13061 - Media Specialist II       18.88         13	12305 - Radiologic Technologist	31.83
12313 - Registered Nurse II       36.67         Specialist       43.96         12314 - Registered Nurse III       43.96         12315 - Registered Nurse III       43.96         Anesthetist       43.96         12316 - Registered Nurse III       43.96         Anesthetist       53.17         12317 - Scheduler (Drug and Alcohol       31.59         Testing)       12320 - Substance Abuse Treatment       25.05         Counselor       25.05         13000 - Information And Arts       25.05         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.16         13013 - Exhibits Specialist III       26.16         13041 - Illustrator I       21.12         13042 - Illustrator III       32.00         13043 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       764         Administrator       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	12311 - Registered Nurse I	29.98
Specialist         12314 - Registered Nurse III       43.96         12315 - Registered Nurse III       43.96         Anesthetist       12316 - Registered Nurse IV       53.17         12317 - Scheduler (Drug and Alcohol       31.59         Testing)       12320 - Substance Abuse Treatment       25.05         Counselor       25.05         13000 - Information And Arts       0         Occupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       26.16         13013 - Exhibits Specialist III       32.00         13041 - Illustrator I       21.12         13042 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       26.16         Administrator       26.16         13054 - Library Yinformation       26.16         13054 - Library Technician       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	12312 - Registered Nurse II	36.67
12314 - Registered Nurse III       43.96         12315 - Registered Nurse III       43.96         Anesthetist       43.96         12316 - Registered Nurse IV       53.17         12317 - Scheduler (Drug and Alcohol       31.59         Testing)       12320 - Substance Abuse Treatment       25.05         Counselor       25.05         13000 - Information And Arts       200         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.16         13013 - Exhibits Specialist III       26.16         13041 - Illustrator I       21.12         13042 - Illustrator II       26.16         13043 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       26.16         Administrator       26.16         13058 - Library Technician       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	12313 - Registered Nurse II	36.67
12315 - Registered Nurse III       43.96         Anesthetist       53.17         12316 - Registered Nurse IV       53.17         12317 - Scheduler (Drug and Alcohol       31.59         Testing)       12320 - Substance Abuse Treatment       25.05         Counselor       25.05         13000 - Information And Arts       0         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist III       26.16         13013 - Exhibits Specialist III       32.00         13041 - Illustrator I       21.12         13042 - Illustrator III       32.00         13043 - Illustrator III       32.00         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       26.16         Administrator       17.64         13058 - Library Technician       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	Specialist	
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12316 - Registered Nurse IV       53.17         12317 - Scheduler (Drug and Alcohol       31.59         Testing)       12320 - Substance Abuse Treatment       25.05         Counselor       13000 - Information And Arts       25.05         Occupations       13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       26.16         13013 - Exhibits Specialist III       32.00         13041 - Illustrator I       21.12         13042 - Illustrator III       26.16         13043 - Illustrator III       26.16         13043 - Illustrator III       26.16         13043 - Illustrator III       26.16         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       26.16         Administrator       26.16         13058 - Library Technician       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	12315 - Registered Nurse III	43.96
12317 - Scheduler (Drug and Alcohol       31.59         Testing)       12320 - Substance Abuse Treatment       25.05         Counselor       25.05         13000 - Information And Arts       21.12         0ccupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       26.16         13013 - Exhibits Specialist III       32.00         13041 - Illustrator I       21.12         13042 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       3058         Administrator       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	Anesthetist	
Testing)       2320 - Substance Abuse Treatment       25.05         Counselor       25.05         13000 - Information And Arts       200         0ccupations       21.12         13011 - Exhibits Specialist I       26.16         13013 - Exhibits Specialist III       32.00         13041 - Illustrator I       21.12         13042 - Illustrator III       26.16         13043 - Illustrator III       26.16         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       26.16         Administrator       26.16         13058 - Library Technician       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	12316 - Registered Nurse IV	53.17
12320 - Substance Abuse Treatment       25.05         Counselor       13000 - Information And Arts         Occupations       21.12         13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       26.16         13013 - Exhibits Specialist III       32.00         13041 - Illustrator I       21.12         13042 - Illustrator II       26.16         13043 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist I       18.88	12317 - Scheduler (Drug and Alcohol	31.59
Counselor         13000 - Information And Arts         Occupations         13011 - Exhibits Specialist I         13012 - Exhibits Specialist II         26.16         13013 - Exhibits Specialist III         32.00         13041 - Illustrator I         21.12         13042 - Illustrator II         26.16         13043 - Illustrator II         26.16         13047 - Librarian         28.98         13050 - Library Aide/Clerk         13054 - Library Information         26.16         Technology Systems         Administrator         13061 - Media Specialist I         18.88         13062 - Media Specialist II	Testing)	
13000 - Information And Arts Occupations21.1213011 - Exhibits Specialist I21.1213012 - Exhibits Specialist II26.1613013 - Exhibits Specialist III32.0013041 - Illustrator I21.1213042 - Illustrator III26.1613043 - Illustrator III32.0013047 - Librarian28.9813050 - Library Aide/Clerk15.8813054 - Library Information26.16Technology Systems17.6413061 - Media Specialist I18.8813062 - Media Specialist II21.12	12320 - Substance Abuse Treatment	25.05
Occupations       21.12         13011 - Exhibits Specialist II       26.16         13012 - Exhibits Specialist III       32.00         13041 - Illustrator I       21.12         13042 - Illustrator II       26.16         13043 - Illustrator III       26.16         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       26.16         13058 - Library Technician       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	Counselor	
13011 - Exhibits Specialist I       21.12         13012 - Exhibits Specialist II       26.16         13013 - Exhibits Specialist III       32.00         13041 - Illustrator I       21.12         13042 - Illustrator II       26.16         13043 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       7.64         13068 - Library Technician       17.64         13061 - Media Specialist II       18.88         13062 - Media Specialist II       21.12	13000 - Information And Arts	
13012 - Exhibits Specialist II       26.16         13013 - Exhibits Specialist III       32.00         13041 - Illustrator I       21.12         13042 - Illustrator III       26.16         13043 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       26.16         Administrator       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	Occupations	
13013 - Exhibits Specialist III       32.00         13041 - Illustrator I       21.12         13042 - Illustrator III       26.16         13043 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       26.16         Administrator       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	13011 - Exhibits Specialist I	21.12
13041 - Illustrator I       21.12         13042 - Illustrator II       26.16         13043 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       7         13058 - Library Technician       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	13012 - Exhibits Specialist II	26.16
13042 - Illustrator II       26.16         13043 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       26.16         Administrator       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	13013 - Exhibits Specialist III	32.00
13043 - Illustrator III       32.00         13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems       7         Administrator       17.64         13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	13041 - Illustrator I	21.12
13047 - Librarian       28.98         13050 - Library Aide/Clerk       15.88         13054 - Library Information       26.16         Technology Systems	13042 - Illustrator II	26.16
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Technology Systems Administrator 13058 - Library Technician 17.64 13061 - Media Specialist I 18.88 13062 - Media Specialist II 21.12	13054 - Library Information	26.16
Administrator13058 - Library Technician17.6413061 - Media Specialist I18.8813062 - Media Specialist II21.12	-	
13061 - Media Specialist I       18.88         13062 - Media Specialist II       21.12	Administrator	
13062 - Media Specialist II 21.12	13058 - Library Technician	17.64
13062 - Media Specialist II 21.12	-	18.88
-	-	21.12
-		23.55

13071 - Photographer I		18.88
13072 - Photographer II		21.12
13073 - Photographer III		26.16
13074 - Photographer IV		32.00
13075 - Photographer V		38.72
13090 - Technical Order Library		17.33
Clerk		
13110 - Video Teleconference		18.88
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		19.59
14042 - Computer Operator II		21.92
14043 - Computer Operator III		24.43
14044 - Computer Operator IV		27.16
14045 - Computer Operator V		31.42
14071 - Computer Programmer I	(see 1)	24.31
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst I	(see 1)	
14102 Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(366 1)	19.59
Operator		19.59
14160 - Personal Computer Support		27.16
Technician		27.10
14170 - System Support Specialist		34.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		35.58
Instructor (Non-Rated)		12 00
15020 - Aircrew Training Devices		43.06
Instructor (Rated)		
15030 - Air Crew Training Devices		49.15
Instructor (Pilot)		05 50
15050 - Computer Based Training		35.58
Specialist / Instructor		
15060 - Educational Technologist		34.29
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		23.81
15085 - Maintenance Test Pilot Fixed		47.16
Jet/Prop		
15086 - Maintenance Test Pilot		47.16
Rotary Wing		
15088 - Non-Maintenance Test/Co-		47.16
Pilot		
15090 - Technical Instructor		24.19
15095 - Technical Instructor/Course		29.58
Developer		
15110 - Test Proctor		19.32

15120 - Tutor	19.32
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	14.69
16030 - Counter Attendant	14.69
16040 - Dry Cleaner	16.80
16070 - Finisher Flatwork Machine	14.69
16090 - Presser Hand	14.69
16110 - Presser Machine Drycleaning	14.69
16130 - Presser Machine Shirts	14.69
16160 - Presser Machine Wearing	14.69
Apparel Laundry	
16190 - Sewing Machine Operator	17.77
16220 - Tailor	18.88
16250 - Washer Machine	15.39
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.39
Room)	
19040 - Tool And Die Maker	28.71
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.71
21030 - Material Coordinator	24.56
21040 - Material Expediter	24.56
21050 - Material Handling Laborer	17.36
21071 - Order Filler	14.44
21080 - Production Line Worker (Food	19.71
Processing)	
21110 - Shipping Packer	18.52
21130 - Shipping/Receiving Clerk	18.52
21140 - Store Worker I	15.21
21150 - Stock Clerk	18.43
21210 - Tools And Parts Attendant	19.71
21410 - Warehouse Specialist	19.71
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	31.38
23019 - Aircraft Logs and Records	24.74
Technician	
23021 - Aircraft Mechanic I	29.81
23022 - Aircraft Mechanic II	31.38
23023 - Aircraft Mechanic III	32.67
23040 - Aircraft Mechanic Helper	21.14
23050 - Aircraft Painter	28.38
23060 - Aircraft Servicer	24.74
23070 - Aircraft Survival Flight	28.38
Equipment Technician	
23080 - Aircraft Worker	26.54

23091 - Aircrew Life Support	26.54
	20.54
Equipment (ALSE) Mechanic	
-	20.01
23092 - Aircrew Life Support	29.81
Equipment (ALSE) Mechanic	
23110 - Appliance Mechanic	22.62
23120 - Bicycle Repairer	20.03
23125 - Cable Splicer	34.75
23130 - Carpenter Maintenance	23.42
23140 - Carpet Layer	23.18
23160 - Electrician Maintenance	26.42
23181 - Electronics Technician	25.73
Maintenance I	
23182 - Electronics Technician	27.48
Maintenance II	
23183 - Electronics Technician	29.20
Maintenance III	
23260 - Fabric Worker	21.59
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	20.03
23311 - Fuel Distribution System	25.24
Mechanic	
23312 - Fuel Distribution System	19.22
Operator	
23370 - General Maintenance Worker	21.89
23380 - Ground Support Equipment	29.81
Mechanic	
23381 - Ground Support Equipment	24.74
Servicer	
23382 - Ground Support Equipment	26.54
Worker	
23391 - Gunsmith I	20.03
23392 - Gunsmith II	23.18
23393 - Gunsmith III	26.30
23410 - Heating Ventilation And Air-	27.36
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.79
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.42
23440 - Heavy Equipment Operator	24.04
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	24.75
23470 - Laborer	16.92
23510 - Locksmith	22.78
23530 - Machinery Maintenance	29.27
Mechanic	
23550 - Machinist Maintenance	22.56
	22.00

23580 - Maintenance Trades Helper	16.88
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.97
23593 - Metrology Technician III	31.21
23640 - Millwright	26.30
23710 - Office Appliance Repairer	24.75
23760 - Painter Maintenance	20.52
23790 - Pipefitter Maintenance	26.16
23810 - Plumber Maintenance	24.62
23820 - Pneudraulic Systems Mechanic	26.30
23850 - Rigger	26.30
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker	24.02
Maintenance	
23910 - Small Engine Mechanic	21.83
23931 - Telecommunications Mechanic	31.14
I	
23932 - Telecommunications Mechanic	32.77
II	
23950 - Telephone Lineman	25.67
23960 - Welder Combination	24.31
Maintenance	
23965 - Well Driller	26.30
23970 - Woodcraft Worker	26.30
23980 - Woodworker	20.03
24000 - Personal Needs Occupations	
24550 - Case Manager	16.15
24570 - Child Care Attendant	12.96
24580 - Child Care Center Clerk	16.16
24610 - Chore Aide	13.87
24620 - Family Readiness And Support	16.15
Services	
Coordinator	
24630 - Homemaker	16.29
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.30
25040 - Sewage Plant Operator	26.46
25070 - Stationary Engineer	26.30
25190 - Ventilation Equipment Tender	18.45
25210 - Water Treatment Plant	26.46
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.32
27007 - Baggage Inspector	14.91
27008 - Corrections Officer	24.78
27010 - Court Security Officer	27.27
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	24.78
27070 - Firefighter	29.32

27101 - Guard I			
			14.91
27102 - Guard II			21.32
27131 - Police Officer I			32.88
27132 - Police Officer II			36.55
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			16.05
28042 - Carnival Equipment Repairer			17.42
28043 - Carnival Worker			12.93
28210 - Gate Attendant/Gate Tender			18.59
28310 - Lifeguard			12.90
28350 - Park Attendant (Aide)			20.79
28510 - Recreation Aide/Health			15.17
Facility Attendant			
28515 - Recreation Specialist			23.84
28630 - Sports Official			16.55
28690 - Swimming Pool Operator			20.16
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			23.50
29020 - Hatch Tender			23.50
29030 - Line Handler			23.50
29041 - Stevedore I			21.91
29042 - Stevedore II			25.48
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.17
Specialist Center (HFO)	(	_ ,	
30011 - Air Traffic Control	(see	2)	30.46
Specialist Station (HFO)	(200	- /	00.10
-			33.54
30012 - Air Traffic Control			33.54
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)			
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I			19.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II			19.50 21.81
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III			19.50 21.81 27.02
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician			19.50 21.81 27.02 27.02
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			19.50 21.81 27.02 27.02 28.09
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			19.50 21.81 27.02 27.02 28.09 29.92
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			19.50 21.81 27.02 27.02 28.09 29.92 33.05
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			19.50 21.81 27.02 27.02 28.09 29.92 33.05 19.50
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			19.50 21.81 27.02 27.02 28.09 29.92 33.05 19.50 21.81
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			19.50 21.81 27.02 27.02 28.09 29.92 33.05 19.50 21.81 24.32
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			19.50 21.81 27.02 27.02 28.09 29.92 33.05 19.50 21.81 24.32 31.50
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 I			19.50 21.81 27.02 27.02 28.09 29.92 33.05 19.50 21.81 24.32 31.50 18.44
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 I			19.50 21.81 27.02 27.02 28.09 29.92 33.05 19.50 21.81 24.32 31.50 18.44 20.69
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 I 30082 - Engineering Technician II			19.50 21.81 27.02 27.02 28.09 29.92 33.05 19.50 21.81 24.32 31.50 18.44 20.69 23.15
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 III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II			19.50 21.81 27.02 27.02 28.09 29.92 33.05 19.50 21.81 24.32 31.50 18.44 20.69 23.15 28.69
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 30062 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V			19.50 21.81 27.02 27.02 28.09 29.92 33.05 19.50 21.81 24.32 31.50 18.44 20.69 23.15 28.69 35.09
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician II 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 III 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician III 30085 - Engineering Technician V			19.50 21.81 27.02 27.02 28.09 29.92 33.05 19.50 21.81 24.32 31.50 18.44 20.69 23.15 28.69 35.09 42.45
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician II 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30062 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator II 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V			19.50 21.81 27.02 27.02 28.09 29.92 33.05 19.50 21.81 24.32 31.50 18.44 20.69 23.15 28.69 35.09 42.45 26.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician II 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 III 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician III 30085 - Engineering Technician V			19.50 21.81 27.02 27.02 28.09 29.92 33.05 19.50 21.81 24.32 31.50 18.44 20.69 23.15 28.69 35.09 42.45

30221 - Latent Fingerprint		29.92
Technician I		
30222 - Latent Fingerprint		32.74
Technician II		
30240 - Mathematical Technician		27.02
30361 - Paralegal/Legal Assistant I		19.46
30362 - Paralegal/Legal Assistant II		24.11
30363 - Paralegal/Legal Assistant		29.49
III		
30364 - Paralegal/Legal Assistant IV		35.68
30375 - Petroleum Supply Specialist		32.74
30390 - Photo-Optics Technician		26.62
30395 - Radiation Control Technician		32.74
30461 - Technical Writer I		27.02
30462 - Technical Writer II		33.05
30463 - Technical Writer III		39.99
30491 - Unexploded Ordnance (UXO)		28.07
Technician I		
30492 - Unexploded Ordnance (UXO)		33.96
Technician II		
30493 - Unexploded Ordnance (UXO)		40.71
Technician III		
30494 - Unexploded (UXO) Safety		28.07
Escort		20.01
30495 - Unexploded (UXO) Sweep		28.07
Personnel		20.07
30501 - Weather Forecaster I		29.92
30502 - Weather Forecaster II		36.06
	e 2)	24.32
Upper Air Or	0 27	21.02
Surface Programs		
-	e 2)	27.02
31000 - Transportation/Mobile	C 27	21.02
Equipment Operation Occupations		
31010 - Airplane Pilot		33.96
(1)(2) = B(1) = A(1)		15 86
31020 - Bus Aide 31030 - Bus Driver		15.86 22 34
31030 - Bus Driver		22.34
31030 - Bus Driver 31043 - Driver Courier		22.34 16.98
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant		22.34 16.98 14.26
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver		22.34 16.98 14.26 17.67
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver		22.34 16.98 14.26 17.67 17.67
<ul> <li>31030 - Bus Driver</li> <li>31043 - Driver Courier</li> <li>31260 - Parking and Lot Attendant</li> <li>31290 - Shuttle Bus Driver</li> <li>31310 - Taxi Driver</li> <li>31361 - Truckdriver Light</li> </ul>		22.34 16.98 14.26 17.67 17.67 18.43
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium</pre>		22.34 16.98 14.26 17.67 17.67 18.43 19.86
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>		22.34 16.98 14.26 17.67 17.67 18.43 19.86 24.71
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>		22.34 16.98 14.26 17.67 17.67 18.43 19.86
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>		22.34 16.98 14.26 17.67 17.67 18.43 19.86 24.71 24.71
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>		22.34 16.98 14.26 17.67 17.67 18.43 19.86 24.71 24.71
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>		22.34 16.98 14.26 17.67 17.67 18.43 19.86 24.71 24.71 16.56 12.75
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>		22.34 16.98 14.26 17.67 17.67 18.43 19.86 24.71 24.71

99130 - Flight Follower	28.07
99251 - Laboratory Animal Caretaker	15.98
I	
99252 - Laboratory Animal Caretaker	17.30
II	
99260 - Marketing Analyst	34.28
99310 - Mortician	28.07
99410 - Pest Controller	23.56
99510 - Photofinishing Worker	14.75
99710 - Recycling Laborer	23.76
99711 - Recycling Specialist	28.62
99730 - Refuse Collector	21.36
99810 - Sales Clerk	14.15
99820 - School Crossing Guard	16.71
99830 - Survey Party Chief	30.02
99831 - Surveying Aide	16.66
99832 - Surveying Technician	27.30
99840 - Vending Machine Attendant	20.14
99841 - Vending Machine Repairer	25.30
99842 - Vending Machine Repairer	20.14
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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5427 Revision No.: 17 Date Of Last Revision: 12/27/2021

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

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

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

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

State: Colorado

Area: Colorado County of Pueblo

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.98
01012 - Accounting Clerk II		16.82
01013 - Accounting Clerk III		18.81
01020 - Administrative Assistant		24.17
01035 - Court Reporter		18.16
01041 - Customer Service		12.45
Representative I		
01042 - Customer Service		13.99
Representative II		

01043 - Customer Service Representative III	15.27
01051 - Data Entry Operator I	14.13
01052 - Data Entry Operator II	15.42
01060 - Dispatcher Motor Vehicle	18.97
01070 - Document Preparation Clerk	14.46
01090 - Duplicating Machine Operator	14.46
01111 - General Clerk I	14.11
01112 - General Clerk II	15.40
01113 - General Clerk III	17.30
01120 - Housing Referral Assistant	20.24
01141 - Messenger Courier	11.79
01191 - Order Clerk I	14.75
01192 - Order Clerk II	16.10
01261 - Personnel Assistant	15.95
(Employment) I	10.90
01262 - Personnel Assistant	17.84
(Employment) II	1,.01
01263 - Personnel Assistant	19.88
(Employment) III	19.00
01270 - Production Control Clerk	24.53
01290 - Rental Clerk	15.09
01300 - Scheduler Maintenance	16.24
01311 - Secretary I	16.24
01312 - Secretary II	18.16
01313 - Secretary III	20.24
01320 - Service Order Dispatcher	17.03
01410 - Supply Technician	24.17
01420 - Survey Worker	16.14
01460 - Switchboard	14.29
Operator/Receptionist	11.29
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	13.84
01533 - Travel Clerk III	14.64
01611 - Word Processor I	14.46
01612 - Word Processor II	16.24
01613 - Word Processor III	18.16
05000 - Automotive Service Occupations	10.10
05005 - Automobile Body Repairer	21.26
Fiberglass	
05010 - Automotive Electrician	20.69
05040 - Automotive Glass Installer	18.99
05070 - Automotive Worker	18.99
05110 - Mobile Equipment Servicer	15.65
05130 - Motor Equipment Metal	20.69
Mechanic	
05160 - Motor Equipment Metal Worker	18.99
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	18.99 18.88
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic	18.99 18.88 14.74

05250 - Motor Vehicle Upholstery	18.68
Worker	10.00
05280 - Motor Vehicle Wrecker	18.99
05310 - Painter Automotive	20.09
05340 - Radiator Repair Specialist	18.99
05370 - Tire Repairer	14.01
05400 - Transmission Repair	18.88
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.43
07041 - Cook I	13.50
07042 - Cook II	15.58
07070 - Dishwasher	12.38
07130 - Food Service Worker	12.73
07210 - Meat Cutter	16.98
07260 - Waiter/Waitress	11.70
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.64
09040 - Furniture Handler	15.49
09080 - Furniture Refinisher	24.64
09090 - Furniture Refinisher Helper	18.48
09110 - Furniture Repairer Minor	21.58
09130 - Upholsterer	24.64
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.74
11060 - Elevator Operator	13.62
11090 - Gardener	20.63
11122 - Housekeeping Aide	13.62
11150 - Janitor	13.62
11210 - Laborer Grounds Maintenance	16.01
11240 - Maid or Houseman	12.46
11260 - Pruner	15.28
11270 - Tractor Operator	19.05
11330 - Trail Maintenance Worker	16.01
11360 - Window Cleaner	14.28
12000 - Health Occupations	
12010 - Ambulance Driver	24.02
12011 - Breath Alcohol Technician	21.11
12012 - Certified Occupational	26.34
Therapist Assistant	
12015 - Certified Physical Therapist	26.43
Assistant	
12020 - Dental Assistant	19.79
12025 - Dental Hygienist	36.88
12030 - EKG Technician	32.75
12035 - Electroneurodiagnostic	32.75
Technologist	
-	

12040 - Emergency Medical Technician	24.02
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.11
12073 - Licensed Practical Nurse III	23.53
12100 - Medical Assistant	16.61
12130 - Medical Laboratory	24.61
Technician	
12160 - Medical Record Clerk	20.46
12190 - Medical Record Technician	22.89
12195 - Medical Transcriptionist	20.46
12210 - Nuclear Medicine	46.39
Technologist	
12221 - Nursing Assistant I	11.52
12222 - Nursing Assistant II	12.96
12223 - Nursing Assistant III	14.14
12224 - Nursing Assistant IV	15.87
12235 - Optical Dispenser	18.13
12236 - Optical Technician	18.88
12250 - Pharmacy Technician	17.68
12280 - Phlebotomist	17.53
12305 - Radiologic Technologist	31.99
12311 - Registered Nurse I	24.67
12312 - Registered Nurse II	30.18
12313 - Registered Nurse II	30.18
Specialist	
12314 - Registered Nurse III	36.52
12315 - Registered Nurse III	36.52
Anesthetist	
12316 - Registered Nurse IV	43.76
12317 - Scheduler (Drug and Alcohol	26.15
Testing)	
12320 - Substance Abuse Treatment	25.03
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.97
13012 - Exhibits Specialist II	27.21
13013 - Exhibits Specialist III	33.29
13041 - Illustrator I	21.97
13042 - Illustrator II	27.21
13043 - Illustrator III	33.29
13047 - Librarian	30.14
13050 - Library Aide/Clerk	17.49
13054 - Library Information	27.21
Technology Systems	
Administrator	
13058 - Library Technician	17.23
13061 - Media Specialist I	19.63
13062 - Media Specialist II	21.97
13063 - Media Specialist III	24.48
-	

13071 - Photographer I		19.63
13072 - Photographer II		21.97
13073 - Photographer III		27.21
13074 - Photographer IV		33.29
13075 - Photographer V		40.27
13090 - Technical Order Library		21.97
Clerk		
13110 - Video Teleconference		19.63
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.25
14042 - Computer Operator II		17.05
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.92
14045 - Computer Operator V		24.28
14071 - Computer Programmer I	(see 1)	16.10
14072 - Computer Programmer II	(see 1)	19.95
14073 - Computer Programmer III	(see 1)	24.40
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	. ,	15.25
Operator		
14160 - Personal Computer Support		21.92
Technician		
14170 - System Support Specialist		26.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		28.19
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		34.10
Instructor (Rated)		
15030 - Air Crew Training Devices		40.87
Instructor (Pilot)		
15050 - Computer Based Training		28.19
Specialist / Instructor		
15060 - Educational Technologist		34.11
15070 - Flight Instructor (Pilot)		40.87
15080 - Graphic Artist		26.97
15085 - Maintenance Test Pilot Fixed		40.87
Jet/Prop		
15086 - Maintenance Test Pilot		40.87
Rotary Wing		
15088 - Non-Maintenance Test/Co-		40.87
Pilot		
15090 - Technical Instructor		22.04
15095 - Technical Instructor/Course		26.97
Developer		20.01
15110 - Test Proctor		18.91
		TO•7T

	10 01
15120 - Tutor	18.91
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 54
16010 - Assembler	13.54
16030 - Counter Attendant	13.54
16040 - Dry Cleaner	15.49
16070 - Finisher Flatwork Machine	13.54
16090 - Presser Hand	13.54
16110 - Presser Machine Drycleaning	13.54
16130 - Presser Machine Shirts	13.54
16160 - Presser Machine Wearing	13.54
Apparel Laundry	16 14
16190 - Sewing Machine Operator	16.14
16220 - Tailor	16.79
16250 - Washer Machine	14.19
19000 - Machine Tool Operation And	
Repair Occupations	0 5 4 0
19010 - Machine-Tool Operator (Tool	25.42
Room)	
19040 - Tool And Die Maker	31.66
21000 - Materials Handling And Packing	
Occupations	10.10
21020 - Forklift Operator	18.43
21030 - Material Coordinator	24.53
21040 - Material Expediter	24.53
21050 - Material Handling Laborer	18.17
21071 - Order Filler	13.62
21080 - Production Line Worker (Food	18.43
Processing)	16.06
21110 - Shipping Packer	16.86
21130 - Shipping/Receiving Clerk	16.86
21140 - Store Worker I	13.02
21150 - Stock Clerk	15.70
21210 - Tools And Parts Attendant	18.43
21410 - Warehouse Specialist	18.43
23000 - Mechanics And Maintenance And	
Repair Occupations	28.54
23010 - Aerospace Structural Welder	28.54
23019 - Aircraft Logs and Records Technician	22.21
23021 - Aircraft Mechanic I	27.00
23022 - Aircraft Mechanic II	28.54
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	20.04
23040 - Aircraft Mechanic Helper	19.07
23040 - Aircraft Mechanic Heiper 23050 - Aircraft Painter	25.42
23060 - Aircraft Servicer	22.27
23070 - Aircraft Survival Flight	25.42
Equipment Technician	27.42
23080 - Aircraft Worker	23.84
20000 AILCIALC MOINCL	23.04

23091 - Aircrew Life Support	23.84
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.00
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.25
23120 - Bicycle Repairer	18.71
23125 - Cable Splicer	44.09
23130 - Carpenter Maintenance	22.97
23140 - Carpet Layer	23.84
23160 - Electrician Maintenance	28.27
23181 - Electronics Technician	23.84
	23.04
Maintenance I	
23182 - Electronics Technician	25.42
Maintenance II	
23183 - Electronics Technician	27.00
Maintenance III	
23260 - Fabric Worker	22.27
23290 - Fire Alarm System Mechanic	27.00
23310 - Fire Extinguisher Repairer	20.65
23311 - Fuel Distribution System	28.84
Mechanic	
23312 - Fuel Distribution System	22.12
Operator	
23370 - General Maintenance Worker	18.44
23380 - Ground Support Equipment	27.00
Mechanic	
23381 - Ground Support Equipment	22.27
Servicer	
23382 - Ground Support Equipment	23.84
Worker	20.01
23391 - Gunsmith I	20.65
23392 - Gunsmith II	23.84
23393 - Gunsmith III	27.00
23410 - Heating Ventilation And Air-	23.33
-	23.33
Conditioning Mechanic	
23411 - Heating Ventilation And Air	24.67
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.81
23440 - Heavy Equipment Operator	25.14
23460 - Instrument Mechanic	27.00
23465 - Laboratory/Shelter Mechanic	25.42
23470 - Laborer	18.17
23510 - Locksmith	25.42
23530 - Machinery Maintenance	32.61
Mechanic	
23550 - Machinist Maintenance	22.37

23580 - Maintenance Trades Helper	19.07
23591 - Metrology Technician I	27.00
23592 - Metrology Technician II	28.54
23593 - Metrology Technician III	30.03
23640 - Millwright	27.00
23710 - Office Appliance Repairer	25.25
23760 - Painter Maintenance	24.14
23790 - Pipefitter Maintenance	25.26
23810 - Plumber Maintenance	23.79
23820 - Pneudraulic Systems Mechanic	27.00
23850 - Rigger	27.00
23870 - Scale Mechanic	23.84
23890 - Sheet-Metal Worker	26.81
Maintenance	
23910 - Small Engine Mechanic	23.84
23931 - Telecommunications Mechanic	27.28
I	
23932 - Telecommunications Mechanic	27.62
II	
23950 - Telephone Lineman	27.00
23960 - Welder Combination	23.30
Maintenance	
23965 - Well Driller	27.00
23970 - Woodcraft Worker	27.00
23980 - Woodworker	20.65
24000 - Personal Needs Occupations	
24550 - Case Manager	16.38
24570 - Child Care Attendant	14.55
24580 - Child Care Center Clerk	17.92
24610 - Chore Aide	12.69
24620 - Family Readiness And Support	16.38
Services	
Coordinator	1 6 9 9
24630 - Homemaker	16.38
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	31.72
25040 - Sewage Plant Operator	29.81
25070 - Stationary Engineer	31.83
25190 - Ventilation Equipment Tender	22.57
25210 - Water Treatment Plant	29.81
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.64
27007 - Baggage Inspector	16.51
27008 - Corrections Officer	25.04
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.46
27040 - Detention Officer	25.04
27070 - Firefighter	30.49

27101 - Guard I			16.51
27102 - Guard II			18.46
27131 - Police Officer I			30.79
27132 - Police Officer II			34.22
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.50
28042 - Carnival Equipment Repairer			16.79
28043 - Carnival Worker			12.43
28210 - Gate Attendant/Gate Tender			16.98
28310 - Lifequard			15.11
28350 - Park Attendant (Aide)			18.98
28510 - Recreation Aide/Health			13.85
Facility Attendant			
28515 - Recreation Specialist			23.52
28630 - Sports Official			15.11
28690 - Swimming Pool Operator			19.38
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			23.86
29020 - Hatch Tender			23.86
29030 - Line Handler			23.86
29041 - Stevedore I			22.29
29042 - Stevedore II			25.44
30000 - Technical Occupations			20.11
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	2)	10.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(500	2)	21.10
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.05
30021 - Archeological Technician I			16.20
30022 - Archeological Technician II			18.12
30023 - Archeological Technician III			22.29
30030 - Cartographic Technician			22.11
30040 - Civil Engineering Technician			23.41
30051 - Cryogenic Technician I			24.13
30052 - Cryogenic Technician II			26.05
30061 - Drafter/CAD Operator I			16.20
30062 - Drafter/CAD Operator II			18.12
30063 - Drafter/CAD Operator III			20.21
30064 - Drafter/CAD Operator IV			24.13
30081 - Engineering Technician I			13.69
30082 - Engineering Technician II			15.36
30083 - Engineering Technician III			17.19
30084 - Engineering Technician IV			21.29
30085 - Engineering Technician V			26.05
30086 - Engineering Technician VI			31.51
30090 - Environmental Technician			23.13
30095 - Evidence Control Specialist			21.29
30210 - Laboratory Technician			21.29
JASTA HADOLACOLA LECHIITCTAIL			

30221 - Latent Fingerprint			23.58
Technician I			
30222 - Latent Fingerprint			26.05
Technician II			
30240 - Mathematical Technician			22.11
30361 - Paralegal/Legal Assistant I			19.21
30362 - Paralegal/Legal Assistant II			23.80
30363 - Paralegal/Legal Assistant			29.11
III			
30364 - Paralegal/Legal Assistant IV			35.23
30375 - Petroleum Supply Specialist			26.05
30390 - Photo-Optics Technician			21.29
30395 - Radiation Control Technician			26.05
30461 - Technical Writer I			21.29
30462 - Technical Writer II			26.05
30463 - Technical Writer III			32.95
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			24.13
30502 - Weather Forecaster II			28.69
30620 - Weather Observer Combined	(see	2)	20.21
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	21.89
31000 - Transportation/Mobile	(	_,	
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.45
31030 - Bus Driver			20.08
31043 - Driver Courier			17.16
31260 - Parking and Lot Attendant			13.76
31290 - Shuttle Bus Driver			17.54
31310 - Taxi Driver			14.59
31361 - Truckdriver Light			18.59
31362 - Truckdriver Medium			20.04
31363 - Truckdriver Heavy			21.73
31364 - Truckdriver Tractor-Trailer			21.73
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			12.59
99050 - Desk Clerk			12.71
99095 - Embalmer			25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.71
I	
99252 - Laboratory Animal Caretaker	17.02
II	
99260 - Marketing Analyst	24.17
99310 - Mortician	25.60
99410 - Pest Controller	19.93
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.35
99711 - Recycling Specialist	17.07
99730 - Refuse Collector	13.69
99810 - Sales Clerk	13.42
99820 - School Crossing Guard	14.70
99830 - Survey Party Chief	18.27
99831 - Surveying Aide	13.20
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	17.07
99841 - Vending Machine Repairer	21.34
99842 - Vending Machine Repairer	17.07
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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	r   WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5429
Daniel W. Simms Division of	Revision No.: 20
Director Wage Determination	ns  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: Colorado

Area: Colorado Counties of Cheyenne Kit Carson Lincoln

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.88
01012 - Accounting Clerk II		16.71
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		22.95
01035 - Court Reporter		20.06
01041 - Customer Service		13.32
Representative I		
01042 - Customer Service		14.88
Representative II		

01043 - Customer Service Representative III		16.33
01051 - Data Entry Operator I		13.50
01052 - Data Entry Operator II		14.73
01060 - Dispatcher Motor Vehicle		19.03
01070 - Document Preparation Clerk		14.28
01090 - Duplicating Machine Operator		14.28
01111 - General Clerk I		13.14
01112 - General Clerk II		14.34
01113 - General Clerk III		16.10
01120 - Housing Referral Assistant		19.99
01141 - Messenger Courier		12.32
01191 - Order Clerk I		16.09
01192 - Order Clerk II		17.55
01261 - Personnel Assistant		17.50
(Employment) I		
01262 - Personnel Assistant		19.58
(Employment) II		
01263 - Personnel Assistant		21.82
(Employment) III		
01270 - Production Control Clerk		23.55
01290 - Rental Clerk		13.60
01300 - Scheduler Maintenance		16.04
01311 - Secretary I		16.04
01312 - Secretary II		17.94
01313 - Secretary III		19.99
01320 - Service Order Dispatcher		16.60
01410 - Supply Technician		22.95
01420 - Survey Worker		15.38
01460 - Switchboard		14.26
Operator/Receptionist		
01531 - Travel Clerk I		13.42
01532 - Travel Clerk II		14.37
01533 - Travel Clerk III		15.12
01611 - Word Processor I		14.44
01612 - Word Processor II		16.28
01613 - Word Processor III		18.20
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		25.23
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		16.68
05070 - Automotive Worker		16.68
05110 - Mobile Equipment Servicer		14.60
05130 - Motor Equipment Metal		18.76
Mechanic		
05160 - Motor Equipment Metal Worker		16.68
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		20.25
05160 - Motor Equipment Metal Worker		

05250 - Motor Vehicle Upholstery	16.34
Worker	1
05280 - Motor Vehicle Wrecker	17.51
05310 - Painter Automotive	18.54
05340 - Radiator Repair Specialist	17.41
05370 - Tire Repairer	14.16
05400 - Transmission Repair	20.25
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.36
07041 - Cook I	13.21
07042 - Cook II	15.30
07070 - Dishwasher	12.13
07130 - Food Service Worker	12.70
07210 - Meat Cutter	16.50
07260 - Waiter/Waitress	11.70
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.65
09040 - Furniture Handler	15.49
09080 - Furniture Refinisher	24.27
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer Minor	21.21
09130 - Upholsterer	24.27
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.71
11060 - Elevator Operator	13.38
11090 - Gardener	19.73
11122 - Housekeeping Aide	13.38
11150 - Janitor	13.38
11210 - Laborer Grounds Maintenance	15.29
11240 - Maid or Houseman	12.56
11260 - Pruner	14.59
11270 - Tractor Operator	18.16
11330 - Trail Maintenance Worker	15.29
11360 - Window Cleaner	14.02
12000 - Health Occupations	
12010 - Ambulance Driver	17.08
12011 - Breath Alcohol Technician	20.00
12012 - Certified Occupational	27.44
Therapist Assistant	
12015 - Certified Physical Therapist	28.84
Assistant	
12020 - Dental Assistant	16.54
12025 - Dental Hygienist	40.36
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic	30.31
Technologist	

12040 - Emergency Medical Technician	17.08
12071 - Licensed Practical Nurse I	17.88
12072 - Licensed Practical Nurse II	20.00
12073 - Licensed Practical Nurse III	22.29
12100 - Medical Assistant	15.30
12130 - Medical Laboratory	27.80
Technician	
12160 - Medical Record Clerk	16.30
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	17.88
12210 - Nuclear Medicine	43.95
Technologist	10.00
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.82
12224 - Nursing Assistant IV	16.65
12235 - Optical Dispenser	16.89
12236 - Optical Technician	17.88
12250 - Pharmacy Technician	16.45
12280 - Phlebotomist	16.05
12305 - Radiologic Technologist	30.81
12311 - Registered Nurse I	23.18
12312 - Registered Nurse II	28.35
12313 - Registered Nurse II	28.35
Specialist	
12314 - Registered Nurse III	34.40
12315 - Registered Nurse III	34.40
Anesthetist	
12316 - Registered Nurse IV	41.10
12317 - Scheduler (Drug and Alcohol	24.77
Testing)	
12320 - Substance Abuse Treatment	24.73
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.97
13012 - Exhibits Specialist II	25.98
13013 - Exhibits Specialist III	31.78
13041 - Illustrator I	23.47
13042 - Illustrator II	28.58
13043 - Illustrator III	34.95
13047 - Librarian	31.65
13050 - Library Aide/Clerk	15.84
13054 - Library Information	28.58
Technology Systems	
Administrator	1 4 5 4
13058 - Library Technician	14.71
13061 - Media Specialist I	17.94
13062 - Media Specialist II	20.07
13063 - Media Specialist III	22.37

13071 - Photographer I		16.95
13072 - Photographer II		18.97
13073 - Photographer III		23.50
13074 - Photographer IV		28.73
13075 - Photographer V		34.77
13090 - Technical Order Library		15.88
Clerk		
13110 - Video Teleconference		19.73
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		14.00
14042 - Computer Operator II		16.08
14043 - Computer Operator III		18.14
14044 - Computer Operator IV		20.15
14045 - Computer Operator V		23.51
14071 - Computer Programmer I	(see 1)	27.57
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	(/	14.00
Operator		
14160 - Personal Computer Support		20.15
Technician		
14170 - System Support Specialist		23.51
15000 - Instructional Occupations		20.01
15010 - Aircrew Training Devices		29.70
Instructor (Non-Rated)		23.70
15020 - Aircrew Training Devices		35.93
Instructor (Rated)		00.90
15030 - Air Crew Training Devices		43.07
Instructor (Pilot)		10.07
15050 - Computer Based Training		29.70
Specialist / Instructor		23.70
15060 - Educational Technologist		32.81
15070 - Flight Instructor (Pilot)		43.07
15080 - Graphic Artist		32.84
15085 - Maintenance Test Pilot Fixed		43.07
Jet/Prop		10.07
15086 - Maintenance Test Pilot		43.07
Rotary Wing		10.07
15088 - Non-Maintenance Test/Co-		43.07
Pilot		10.07
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course		32.84
Developer		JZ.04
15110 - Test Proctor		21.67
IJIIV - IESC FIUCLUL		21.07

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15120 - Tutor	21.67
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 54
16010 - Assembler	13.54
16030 - Counter Attendant	13.54
16040 - Dry Cleaner	15.49
16070 - Finisher Flatwork Machine	13.54
16090 - Presser Hand	13.54
16110 - Presser Machine Drycleaning	13.54
16130 - Presser Machine Shirts	13.54
16160 - Presser Machine Wearing	13.54
Apparel Laundry	1 ( 1 4
16190 - Sewing Machine Operator	16.14
16220 - Tailor	16.79
16250 - Washer Machine	14.19
19000 - Machine Tool Operation And	
Repair Occupations	04 05
19010 - Machine-Tool Operator (Tool	24.27
Room)	00.05
19040 - Tool And Die Maker	29.95
21000 - Materials Handling And Packing	
Occupations	4 - 0 -
21020 - Forklift Operator	15.87
21030 - Material Coordinator	23.55
21040 - Material Expediter	23.55
21050 - Material Handling Laborer	15.89
21071 - Order Filler	13.97
21080 - Production Line Worker (Food	15.87
Processing)	
21110 - Shipping Packer	15.96
21130 - Shipping/Receiving Clerk	15.96
21140 - Store Worker I	14.27
21150 - Stock Clerk	16.82
21210 - Tools And Parts Attendant	15.87
21410 - Warehouse Specialist	15.87
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.66
23019 - Aircraft Logs and Records	23.01
Technician	
23021 - Aircraft Mechanic I	28.06
23022 - Aircraft Mechanic II	29.66
23023 - Aircraft Mechanic III	31.14
23040 - Aircraft Mechanic Helper	20.01
23050 - Aircraft Painter	26.36
23060 - Aircraft Servicer	23.01
23070 - Aircraft Survival Flight	26.36
Equipment Technician	o . = -
23080 - Aircraft Worker	24.70

23091 - Aircrew Life Support	24.70
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.06
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.27
23120 - Bicycle Repairer	19.63
23125 - Cable Splicer	40.46
23130 - Carpenter Maintenance	22.39
23140 - Carpet Layer	22.75
23160 - Electrician Maintenance	24.13
23181 - Electronics Technician	25.03
Maintenance I	
23182 - Electronics Technician	26.70
Maintenance II	
23183 - Electronics Technician	28.44
Maintenance III	
23260 - Fabric Worker	21.21
23290 - Fire Alarm System Mechanic	25.85
23310 - Fire Extinguisher Repairer	19.63
23311 - Fuel Distribution System	34.74
Mechanic	
23312 - Fuel Distribution System	25.30
Operator	
23370 - General Maintenance Worker	16.67
23380 - Ground Support Equipment	28.06
Mechanic	
23381 - Ground Support Equipment	23.01
Servicer	
23382 - Ground Support Equipment	24.70
Worker	
23391 - Gunsmith I	19.63
23392 - Gunsmith II	22.75
23393 - Gunsmith III	25.85
23410 - Heating Ventilation And Air-	22.23
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.49
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.10
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	25.85
23465 - Laboratory/Shelter Mechanic	24.27
23470 - Laborer	15.89
23510 - Locksmith	24.27
23530 - Machinery Maintenance	27.86
Mechanic	27.00
23550 - Machinist Maintenance	19.20
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23580 - Maintenance Trades Helper	18.07
23591 - Metrology Technician I	25.85
23592 - Metrology Technician II	27.31
23593 - Metrology Technician III	28.69
23640 - Millwright	25.85
23710 - Office Appliance Repairer	23.78
23760 - Painter Maintenance	23.73
23790 - Pipefitter Maintenance	25.49
23810 - Plumber Maintenance	23.94
23820 - Pneudraulic Systems Mechanic	25.85
23850 - Rigger	25.85
23870 - Scale Mechanic	22.75
23890 - Sheet-Metal Worker	25.85
Maintenance	0.1 0.5
23910 - Small Engine Mechanic	21.05
23931 - Telecommunications Mechanic	29.58
I	
23932 - Telecommunications Mechanic	31.27
II	
23950 - Telephone Lineman	25.33
23960 - Welder Combination	18.58
Maintenance	
23965 - Well Driller	25.85
23970 - Woodcraft Worker	25.85
23980 - Woodworker	19.63
24000 - Personal Needs Occupations	
24550 - Case Manager	16.27
24570 - Child Care Attendant	12.54
24580 - Child Care Center Clerk	15.64
24610 - Chore Aide	12.71
24620 - Family Readiness And Support	16.27
Services	
Coordinator	
24630 - Homemaker	17.07
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.85
25040 - Sewage Plant Operator	21.66
25070 - Stationary Engineer	25.85
25190 - Ventilation Equipment Tender	18.07
25210 - Water Treatment Plant	21.66
Operator	
27000 - Protective Service Occupations	10 55
27004 - Alarm Monitor	18.55
27007 - Baggage Inspector	16.49
27008 - Corrections Officer	22.41
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	18.44
27040 - Detention Officer	22.41
27070 - Firefighter	22.13

27101 - Guard I			16.49
27102 - Guard II			18.44
27131 - Police Officer I			22.77
27132 - Police Officer II			23.92
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.96
28042 - Carnival Equipment Repairer			17.34
28043 - Carnival Worker			12.92
28210 - Gate Attendant/Gate Tender			15.78
28310 - Lifequard			14.01
28350 - Park Attendant (Aide)			17.64
28510 - Recreation Aide/Health			14.40
Facility Attendant			
28515 - Recreation Specialist			21.79
28630 - Sports Official			14.04
28690 - Swimming Pool Operator			20.09
29000 - Stevedoring/Longshoremen			20.05
Occupational Services			
29010 - Blocker And Bracer			22.75
29010 - Blocker And Bracer 29020 - Hatch Tender			22.75
29020 - Hatten Tender 29030 - Line Handler			
			22.75
29041 - Stevedore I			21.21
29042 - Stevedore II			24.27
30000 - Technical Occupations		<u></u>	
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)		<b>.</b>	
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			19.31
30022 - Archeological Technician II			21.70
30023 - Archeological Technician III			22.21
30030 - Cartographic Technician			26.27
30040 - Civil Engineering Technician			25.49
30051 - Cryogenic Technician I			21.00
30052 - Cryogenic Technician II			23.19
30061 - Drafter/CAD Operator I			19.31
30062 - Drafter/CAD Operator II			21.70
30063 - Drafter/CAD Operator III			24.08
30064 - Drafter/CAD Operator IV			29.62
30081 - Engineering Technician I			16.63
30082 - Engineering Technician II			18.67
30083 - Engineering Technician III			20.87
30084 - Engineering Technician IV			25.86
30085 - Engineering Technician V			31.64
30086 - Engineering Technician VI			38.28
30090 - Environmental Technician			26.27
30095 - Evidence Control Specialist			18.96
30210 - Laboratory Technician			19.72
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30221 - Latent Fingerprint	21.00
Technician I	
30222 - Latent Fingerprint	23.19
Technician II	
30240 - Mathematical Technician	26.27
30361 - Paralegal/Legal Assistant I	19.49
30362 - Paralegal/Legal Assistant II	24.14
30363 - Paralegal/Legal Assistant	29.53
III	
30364 - Paralegal/Legal Assistant IV	35.73
30375 - Petroleum Supply Specialist	23.19
30390 - Photo-Optics Technician	26.27
30395 - Radiation Control Technician	23.19
30461 - Technical Writer I	21.64
30462 - Technical Writer II	26.47
30463 - Technical Writer III	32.02
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	20.00
30501 - Weather Forecaster I	23.10
30502 - Weather Forecaster II	28.09
<b>30620 - Weather Observer Combined</b> (see 2)	
Upper Air Or	21.00
Surface Programs	
<b>30621 - Weather Observer Senior</b> (see 2)	25.49
SUBLIC Meacher Observer Sentor (See 2)	20.40
31000 - Transportation/Mobile	
31000 - Transportation/Mobile	
Equipment Operation Occupations	30 98
Equipment Operation Occupations 31010 - Airplane Pilot	30.98
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	14.09
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	14.09 19.82
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	14.09 19.82 17.31
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	14.09 19.82 17.31 13.98
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	14.09 19.82 17.31 13.98 17.11
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	14.09 19.82 17.31 13.98 17.11 15.27
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	14.09 19.82 17.31 13.98 17.11 15.27 18.82
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	14.09 19.82 17.31 13.98 17.11 15.27 18.82 20.32
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	14.09 19.82 17.31 13.98 17.11 15.27 18.82 20.32 22.70
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	14.09 19.82 17.31 13.98 17.11 15.27 18.82 20.32
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	14.09 19.82 17.31 13.98 17.11 15.27 18.82 20.32 22.70 22.70
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	14.09 19.82 17.31 13.98 17.11 15.27 18.82 20.32 22.70 22.70 15.10
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	14.09 19.82 17.31 13.98 17.11 15.27 18.82 20.32 22.70 22.70 22.70 15.10 12.58
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	14.09 19.82 17.31 13.98 17.11 15.27 18.82 20.32 22.70 22.70 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.34
I	
99252 - Laboratory Animal Caretaker	19.93
II	
99260 - Marketing Analyst	26.26
99310 - Mortician	25.35
99410 - Pest Controller	21.52
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.92
99711 - Recycling Specialist	19.73
99730 - Refuse Collector	16.15
99810 - Sales Clerk	13.22
99820 - School Crossing Guard	15.01
99830 - Survey Party Chief	22.67
99831 - Surveying Aide	16.22
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	18.34
99841 - Vending Machine Repairer	23.09
99842 - Vending Machine Repairer	18.34
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Lab	or   WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5431
Daniel W. Simms Division of	Revision No.: 19
Director Wage Determination	ons  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: Colorado

Area: Colorado Counties of Logan Morgan Phillips Sedgwick Washington Yuma

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.88
01012 - Accounting Clerk II		16.71
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		26.31
01035 - Court Reporter		19.59
01041 - Customer Service		13.32
Representative I		
01042 - Customer Service		14.88
Representative II		

01043 - Customer Service Representative III		16.33
01051 - Data Entry Operator I		14.06
01052 - Data Entry Operator II		15.35
01060 - Dispatcher Motor Vehicle		19.91
01070 - Document Preparation Clerk		14.55
01090 - Duplicating Machine Operator		14.55
01111 - General Clerk I		13.39
01112 - General Clerk II		14.61
01113 - General Clerk III		16.40
01120 - Housing Referral Assistant		21.75
01141 - Messenger Courier		13.02
01191 - Order Clerk I		16.09
01192 - Order Clerk II		17.55
01261 - Personnel Assistant		17.50
(Employment) I		
01262 - Personnel Assistant		19.58
(Employment) II		
01263 - Personnel Assistant		21.82
(Employment) III		
01270 - Production Control Clerk		24.56
01290 - Rental Clerk		15.53
01300 - Scheduler Maintenance		17.15
01311 - Secretary I		17.15
01312 - Secretary II		19.19
01313 - Secretary III		21.75
01320 - Service Order Dispatcher		17.81
01410 - Supply Technician		26.31
01420 - Survey Worker		17.77
01460 - Switchboard		14.27
Operator/Receptionist		
01531 - Travel Clerk I		13.55
01532 - Travel Clerk II		14.37
01533 - Travel Clerk III		15.19
01611 - Word Processor I		
		14.28
01612 - Word Processor II		14.28 16.04
01612 - Word Processor II		16.04
01612 - Word Processor II 01613 - Word Processor III		16.04
01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		16.04 17.94
01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	16.04 17.94 26.19 20.43
01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	16.04 17.94 26.19 20.43 19.36
01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	16.04 17.94 26.19 20.43 19.36 19.36
01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	16.04 17.94 26.19 20.43 19.36 19.36 17.61
01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	16.04 17.94 26.19 20.43 19.36 19.36
01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	16.04 17.94 26.19 20.43 19.36 19.36 17.61 20.82
01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	16.04 17.94 26.19 20.43 19.36 17.61 20.82 19.36
01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	Electrician	16.04 17.94 26.19 20.43 19.36 19.36 17.61 20.82 19.36 20.82
01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	16.04 17.94 26.19 20.43 19.36 17.61 20.82 19.36

05250 - Motor Vehicle Upholstery	19.36
Worker	10.00
05280 - Motor Vehicle Wrecker	19.36
05310 - Painter Automotive	19.69
05340 - Radiator Repair Specialist	19.36
05370 - Tire Repairer	14.98
05400 - Transmission Repair	20.82
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.78
07041 - Cook I	13.21
07042 - Cook II	15.30
07070 - Dishwasher	12.13
07130 - Food Service Worker	12.70
07210 - Meat Cutter	15.13
07260 - Waiter/Waitress	11.72
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.27
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	24.27
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer Minor	21.21
09130 - Upholsterer	24.27
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.71
11060 - Elevator Operator	13.38
11090 - Gardener	19.73
11122 - Housekeeping Aide	13.38
11150 - Janitor	13.38
11210 - Laborer Grounds Maintenance	15.29
11240 - Maid or Houseman	12.56
11260 - Pruner	14.59
11270 - Tractor Operator	18.16
11330 - Trail Maintenance Worker	15.29
11360 - Window Cleaner	14.02
12000 - Health Occupations	
12010 - Ambulance Driver	18.18
12011 - Breath Alcohol Technician	20.66
12012 - Certified Occupational	27.44
Therapist Assistant	
12015 - Certified Physical Therapist	28.84
Assistant	
12020 - Dental Assistant	18.55
12025 - Dental Hygienist	40.36
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic	30.31
Technologist	
-	

	18.18
	18.46
	20.66
	23.03
	15.94
-	27.80
Technician	
	16.30
	18.24
•	18.73
	43.95
Technologist	
2	12.09
5	13.58
5	14.82
5	16.65
± ±	20.66
	18.46
-	16.45
	16.23
	30.81
2	29.98
5	36.67
2	36.67
Specialist	
2	43.96
12315 - Registered Nurse III	43.96
Anesthetist	
	53.17
	27.05
Testing)	
12320 - Substance Abuse Treatment	24.73
Counselor	
13000 - Information And Arts	
Occupations	
	18.97
•	23.50
-	28.73
	20.05
	23.50
	28.73
	28.29
13050 - Library Aide/Clerk	15.88
13054 - Library Information	25.55
Technology Systems	
Administrator	
-	17.64
13061 - Media Specialist I	18.43
13062 - Media Specialist II	20.62
-	22.99

13071 - Photographer I		16.95
13072 - Photographer II		18.97
13073 - Photographer III		23.50
13074 - Photographer IV		28.73
13075 - Photographer V		34.77
13090 - Technical Order Library		15.88
Clerk		
13110 - Video Teleconference		20.01
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.81
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.21
14044 - Computer Operator IV		24.69
14045 - Computer Operator V		28.56
14071 - Computer Programmer I	(see 1)	24.31
14072 - Computer Programmer II	(see 1)	21.01
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14105 - Computer Systems Analyst III 14150 - Peripheral Equipment	(See I)	17.81
		11.01
Operator		24.69
14160 - Personal Computer Support		24.69
Technician		00 17
14170 - System Support Specialist		28.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		35.58
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		43.06
Instructor (Rated)		
15030 - Air Crew Training Devices		49.15
Instructor (Pilot)		
15050 - Computer Based Training		35.58
Specialist / Instructor		
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		32.84
15085 - Maintenance Test Pilot Fixed		49.15
Jet/Prop		
15086 - Maintenance Test Pilot		49.15
Rotary Wing		
15088 - Non-Maintenance Test/Co-		49.15
Pilot		
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course		32.84
Developer		
15110 - Test Proctor		21.67

	01 67
15120 - Tutor	21.67
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 54
16010 - Assembler	13.54
16030 - Counter Attendant	13.54
16040 - Dry Cleaner	15.49
16070 - Finisher Flatwork Machine	13.54
16090 - Presser Hand	13.54
16110 - Presser Machine Drycleaning	13.54
16130 - Presser Machine Shirts	13.54
16160 - Presser Machine Wearing	13.54
Apparel Laundry	10 14
16190 - Sewing Machine Operator	16.14
16220 - Tailor	16.79
16250 - Washer Machine	14.19
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.27
Room)	
19040 - Tool And Die Maker	29.95
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	15.87
21030 - Material Coordinator	24.56
21040 - Material Expediter	24.56
21050 - Material Handling Laborer	17.36
21071 - Order Filler	13.97
21080 - Production Line Worker (Food	15.87
Processing)	
21110 - Shipping Packer	15.96
21130 - Shipping/Receiving Clerk	15.96
21140 - Store Worker I	14.27
21150 - Stock Clerk	16.82
21210 - Tools And Parts Attendant	16.28
21410 - Warehouse Specialist	15.87
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	34.45
23019 - Aircraft Logs and Records	26.75
Technician	
23021 - Aircraft Mechanic I	32.60
23022 - Aircraft Mechanic II	34.45
23023 - Aircraft Mechanic III	35.94
23040 - Aircraft Mechanic Helper	22.79
23050 - Aircraft Painter	30.61
23060 - Aircraft Servicer	26.75
23070 - Aircraft Survival Flight	30.61
Equipment Technician	
23080 - Aircraft Worker	28.69

22001 - Airgrow Life Support	28.69
23091 - Aircrew Life Support	20.09
Equipment (ALSE) Mechanic I	
-	32.60
23092 - Aircrew Life Support	52.60
Equipment (ALSE) Mechanic	
II 02110 Purchianas Mashania	04 07
23110 - Appliance Mechanic	24.27
23120 - Bicycle Repairer	19.63
23125 - Cable Splicer	40.46
23130 - Carpenter Maintenance	19.53
23140 - Carpet Layer	22.75
23160 - Electrician Maintenance	24.90
23181 - Electronics Technician	25.03
Maintenance I	
23182 - Electronics Technician	26.70
Maintenance II	
23183 - Electronics Technician	28.44
Maintenance III	01 01
23260 - Fabric Worker	21.21
23290 - Fire Alarm System Mechanic	25.85
23310 - Fire Extinguisher Repairer	19.63
23311 - Fuel Distribution System	31.23
Mechanic	
23312 - Fuel Distribution System	25.26
Operator	
23370 - General Maintenance Worker	19.16
23380 - Ground Support Equipment	32.60
Mechanic	
23381 - Ground Support Equipment	26.75
Servicer	
23382 - Ground Support Equipment	28.69
Worker	10 62
23391 - Gunsmith I	19.63
23392 - Gunsmith II	22.75
23393 - Gunsmith III	25.85
23410 - Heating Ventilation And Air-	25.00
Conditioning	
Mechanic	$2 \subset 21$
23411 - Heating Ventilation And Air	26.31
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.05
23440 - Heavy Equipment Operator	20.98
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	24.27
23470 - Laborer	15.89
23510 - Locksmith	24.27
23530 - Machinery Maintenance	28.21
Mechanic	10 22
23550 - Machinist Maintenance	19.33

23580 - Maintenance Trades Helper	18.07
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.91
23593 - Metrology Technician III	31.16
23640 - Millwright	25.85
23710 - Office Appliance Repairer	23.96
23760 - Painter Maintenance	24.05
23790 - Pipefitter Maintenance	25.71
23810 - Plumber Maintenance	24.12
23820 - Pneudraulic Systems Mechanic	25.85
23850 - Rigger	25.85
23870 - Scale Mechanic	22.75
23890 - Sheet-Metal Worker	25.85
Maintenance	
23910 - Small Engine Mechanic	22.75
23931 - Telecommunications Mechanic	29.58
I	01 05
23932 - Telecommunications Mechanic	31.27
II	
23950 - Telephone Lineman	25.67
23960 - Welder Combination	19.79
Maintenance	
23965 - Well Driller	25.85
23970 - Woodcraft Worker	25.85
23980 - Woodworker	19.63
24000 - Personal Needs Occupations	1 6 0 7
24550 - Case Manager	16.27
24570 - Child Care Attendant	12.54
24580 - Child Care Center Clerk 24610 - Chore Aide	15.64
	12.71
24620 - Family Readiness And Support	16.27
Services Coordinator	
	16.29
24630 - Homemaker	10.29
25000 - Plant And System Operations	
Occupations 25010 - Boiler Tender	25.85
25010 - Boller Tender 25040 - Sewage Plant Operator	22.79
25040 - Stationary Engineer	25.85
25190 - Ventilation Equipment Tender	18.07
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	22.79
Operator	22.19
27000 - Protective Service Occupations	
27000 - Fiotective Service Occupations 27004 - Alarm Monitor	20.94
27004 - Alaim Monitor 27007 - Baggage Inspector	16.49
27007 - Baggage Inspector 27008 - Corrections Officer	23.36
27008 - Corrections Officer 27010 - Court Security Officer	23.30
27010 - Court Security Officer 27030 - Detection Dog Handler	21.32
27030 - Detection Dog Handler 27040 - Detention Officer	21.32
27040 - Decention Officer 27070 - Firefighter	29.32
21010 FILELIGHUEL	29.52

27101 - Guard I			16.49
27102 - Guard II			21.32
27131 - Police Officer I			29.14
27132 - Police Officer II			32.39
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.96
28042 - Carnival Equipment Repairer			17.34
28043 - Carnival Worker			12.92
28210 - Gate Attendant/Gate Tender			15.78
28310 - Lifeguard			14.04
28350 - Park Attendant (Aide)			17.64
28510 - Recreation Aide/Health			12.87
Facility Attendant			
28515 - Recreation Specialist			21.79
28630 - Sports Official			14.04
28690 - Swimming Pool Operator			20.09
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			23.50
29020 - Hatch Tender			23.50
29030 - Line Handler			23.50
29041 - Stevedore I			21.91
29042 - Stevedore II			25.48
30000 - Technical Occupations			20.10
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	2)	10.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(500	2)	21.10
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			50.55
30021 - Archeological Technician I			19.40
30022 - Archeological Technician II			21.70
30023 - Archeological Technician III			26.89
30030 - Cartographic Technician			26.41
30040 - Civil Engineering Technician			24.61
30051 - Cryogenic Technician I			24.01
			23.19
30052 - Cryogenic Technician II			18.45
30061 - Drafter/CAD Operator I			
30062 - Drafter/CAD Operator II			20.65
30063 - Drafter/CAD Operator III			23.84
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			31.50
5 5			18.44
30082 - Engineering Technician II			20.69
30083 - Engineering Technician III			23.15
30084 - Engineering Technician IV			28.69
30085 - Engineering Technician V			35.09
30086 - Engineering Technician VI			42.45
30090 - Environmental Technician			24.08
30095 - Evidence Control Specialist			18.96
30210 - Laboratory Technician			21.37

30221 - Latent Fingerprint	21.00
Technician I	
30222 - Latent Fingerprint	23.19
Technician II	
30240 - Mathematical Technician	26.62
30361 - Paralegal/Legal Assistant I	19.49
30362 - Paralegal/Legal Assistant II	24.14
30363 - Paralegal/Legal Assistant	29.53
III	
30364 - Paralegal/Legal Assistant IV	35.73
30375 - Petroleum Supply Specialist	23.19
30390 - Photo-Optics Technician	26.62
30395 - Radiation Control Technician	23.19
30461 - Technical Writer I	26.26
30462 - Technical Writer II	32.12
30463 - Technical Writer III	38.86
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	20.00
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	50.50
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	57.15
30494 - Unexploded (UXO) Safety	25.60
Escort	23.00
30495 - Unexploded (UXO) Sweep	25.60
Personnel	00 10
30501 - Weather Forecaster I	23.10
30502 - Weather Forecaster II	28.09
<b>30620 - Weather Observer Combined</b> (see 2)	23.84
Upper Air Or	
Surface Programs	
<b>30621 - Weather Observer Senior</b> (see 2)	26.41
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.09
31030 - Bus Driver	19.82
31043 - Driver Courier	17.53
31260 - Parking and Lot Attendant	13.98
31290 - Shuttle Bus Driver	17.11
31310 - Taxi Driver	16.48
31361 - Truckdriver Light	18.82
31362 - Truckdriver Medium	21.47
31363 - Truckdriver Heavy	22.70
31364 - Truckdriver Tractor-Trailer	22.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.58
99050 - Desk Clerk	12.42
99095 - Embalmer	25.35
	20.00

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.34
I	
99252 - Laboratory Animal Caretaker	19.93
II	
99260 - Marketing Analyst	26.26
99310 - Mortician	25.35
99410 - Pest Controller	21.52
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.59
99711 - Recycling Specialist	22.42
99730 - Refuse Collector	16.70
99810 - Sales Clerk	13.22
99820 - School Crossing Guard	15.01
99830 - Survey Party Chief	22.70
99831 - Surveying Aide	12.60
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	18.34
99841 - Vending Machine Repairer	23.09
99842 - Vending Machine Repairer	18.34
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5433 Revision No.: 20 Date Of Last Revision: 12/27/2021

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

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

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

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

State: Colorado

Area: Colorado Counties of Alamosa Baca Bent Conejos Costilla Crowley Custer Huerfano Kiowa Las Animas Mineral Otero Prowers Rio Grande Saguache

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.88
01012 - Accounting Clerk II		16.71
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		22.95
01035 - Court Reporter		17.94
01041 - Customer Service		13.32
Representative I		

01042 - Customer Service	14.88
Representative II	1 6 0 0
01043 - Customer Service Representative III	16.33
01051 - Data Entry Operator I	13.50
01052 - Data Entry Operator II	14.73
01060 - Dispatcher Motor Vehicle	19.91
01070 - Document Preparation Clerk	14.28
01090 - Duplicating Machine Operator	14.28
01111 - General Clerk I	12.98
01112 - General Clerk II	14.16
01113 - General Clerk III	15.91
01120 - Housing Referral Assistant	19.99
01141 - Messenger Courier	11.65
01191 - Order Clerk I	15.07
01192 - Order Clerk II	16.45
01261 - Personnel Assistant	17.50
(Employment) I	11.00
01262 - Personnel Assistant	19.58
(Employment) II	19.00
01263 - Personnel Assistant	21.82
(Employment) III	21.02
01270 - Production Control Clerk	21.48
01290 - Rental Clerk	13.90
01290 - Kental Clerk 01300 - Scheduler Maintenance	16.04
	16.04
01311 - Secretary I 01312 - Secretary I	
01312 - Secretary II	17.94
01313 - Secretary III 01200 - Secretary Dispetatory	19.99
01320 - Service Order Dispatcher	
01410 - Supply Technician	22.95
01420 - Survey Worker	14.69
01460 - Switchboard	14.26
Operator/Receptionist	10 10
01531 - Travel Clerk I	13.42
01532 - Travel Clerk II	14.37
01533 - Travel Clerk III	15.12
01611 - Word Processor I	14.28
01612 - Word Processor II	16.04
01613 - Word Processor III	17.94
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	18.17
Fiberglass	
05010 - Automotive Electrician	
05040 - Automotive Glass Installer	18.99
05070 - Automotive Worker	18.99
05110 - Mobile Equipment Servicer	15.65
05130 - Motor Equipment Metal	20.69
Mechanic	
05160 - Motor Equipment Metal Worker	18.99
05190 - Motor Vehicle Mechanic	18.88

05220 - Motor Vehicle Mechanic	14.74
Helper	
05250 - Motor Vehicle Upholstery	18.68
Worker	10.00
05280 - Motor Vehicle Wrecker	18.99
05310 - Painter Automotive	20.09
05340 - Radiator Repair Specialist	18.99
05370 - Tire Repairer	14.16
05400 - Transmission Repair	18.81
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.78
07041 - Cook I	13.21
07042 - Cook II	15.30
07070 - Dishwasher	12.13
07130 - Food Service Worker	12.70
07210 - Meat Cutter	14.92
07260 - Waiter/Waitress	11.70
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.27
09040 - Furniture Handler	15.49
09080 - Furniture Refinisher	24.27
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer Minor	21.21
09130 - Upholsterer	24.27
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.71
11060 - Elevator Operator	13.38
11090 - Gardener	19.73
11122 - Housekeeping Aide	13.38
11150 - Janitor	13.38
11210 - Laborer Grounds Maintenance	15.29
11240 - Maid or Houseman	12.56
11260 - Pruner	14.59
11270 - Tractor Operator	18.16
11330 - Trail Maintenance Worker	15.29
11360 - Window Cleaner	14.02
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	20.00
12012 - Certified Occupational	27.44
Therapist Assistant	
12015 - Certified Physical Therapist	28.84
-	28.84
12015 - Certified Physical Therapist	28.84 16.54
12015 - Certified Physical Therapist Assistant	
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	16.54

12035 - Electroneurodiagnostic	30.31
Technologist	17 00
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	17.88
12072 - Licensed Practical Nurse II	20.00
12073 - Licensed Practical Nurse III	22.29
12100 - Medical Assistant	15.30
12130 - Medical Laboratory	27.80
Technician	1 6 0 0
12160 - Medical Record Clerk	16.30
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	17.88
12210 - Nuclear Medicine	43.95
Technologist	10.00
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.82
12224 - Nursing Assistant IV	16.65
12235 - Optical Dispenser	16.89
12236 - Optical Technician	17.88
12250 - Pharmacy Technician	16.45
12280 - Phlebotomist	16.05
12305 - Radiologic Technologist	30.81
12311 - Registered Nurse I	23.56
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II	28.83
Specialist	
12314 - Registered Nurse III	34.88
12315 - Registered Nurse III	34.88
Anesthetist	
12316 - Registered Nurse IV	41.79
12317 - Scheduler (Drug and Alcohol	24.77
Testing)	
12320 - Substance Abuse Treatment	24.73
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.97
13012 - Exhibits Specialist II	23.50
13013 - Exhibits Specialist III	28.73
13041 - Illustrator I	18.97
13042 - Illustrator II	23.50
13043 - Illustrator III	28.73
13047 - Librarian	26.02
13050 - Library Aide/Clerk	15.10
13054 - Library Information	23.50
Technology Systems	
Administrator	
13058 - Library Technician	16.30
13061 - Media Specialist I	16.95

13062 - Media Specialist II			18.97
13063 - Media Specialist III			21.15
13071 - Photographer I			16.95
13072 - Photographer II			18.97
13073 - Photographer III			23.50
13074 - Photographer IV			28.73
13075 - Photographer V			34.77
13090 - Technical Order Library			15.88
Clerk			
13110 - Video Teleconference			18.65
Technician			
14000 - Information Technology			
Occupations			
14041 - Computer Operator I			13.86
14042 - Computer Operator II			15.50
14043 - Computer Operator III			17.92
14044 - Computer Operator IV			19.93
14045 - Computer Operator V			22.07
14071 - Computer Programmer I	(see	1)	16.10
14072 - Computer Programmer II	(see	1)	19.95
14073 - Computer Programmer III	(see	1)	24.40
14074 - Computer Programmer IV	(see	1)	
14101 - Computer Systems Analyst I	(see	1)	26.06
14102 - Computer Systems Analyst II	(see	1)	
14103 - Computer Systems Analyst III	(see	1)	
14150 - Peripheral Equipment			13.86
Operator			
14160 - Personal Computer Support			19.93
Technician			
14170 - System Support Specialist			22.07
15000 - Instructional Occupations			
15010 - Aircrew Training Devices			26.06
Instructor (Non-Rated)			
15020 - Aircrew Training Devices			31.53
Instructor (Rated)			
15030 - Air Crew Training Devices			37.45
Instructor (Pilot)			
15050 - Computer Based Training			26.06
Specialist / Instructor			
15060 - Educational Technologist			25.37
15070 - Flight Instructor (Pilot)			37.45
15080 - Graphic Artist			31.33
15085 - Maintenance Test Pilot Fixed			37.45
Jet/Prop			
15086 - Maintenance Test Pilot			37.45
Rotary Wing			
15088 - Non-Maintenance Test/Co-			37.45
Pilot			
15090 - Technical Instructor			25.62

	01 00
15095 - Technical Instructor/Course	31.33
Developer	01 05
15110 - Test Proctor	21.37
15120 - Tutor	21.37
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 5 1
16010 - Assembler	13.54
16030 - Counter Attendant	13.54
16040 - Dry Cleaner	15.49
16070 - Finisher Flatwork Machine	13.54
16090 - Presser Hand	13.54
16110 - Presser Machine Drycleaning	13.54
16130 - Presser Machine Shirts	13.54
16160 - Presser Machine Wearing	13.54
Apparel Laundry	
16190 - Sewing Machine Operator	16.14
16220 - Tailor	16.79
16250 - Washer Machine	14.19
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.27
Room)	
19040 - Tool And Die Maker	29.95
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	15.87
21030 - Material Coordinator	21.48
21040 - Material Expediter	21.48
21050 - Material Handling Laborer	15.89
21071 - Order Filler	13.97
21080 - Production Line Worker (Food	15.87
Processing)	
21110 - Shipping Packer	15.96
21130 - Shipping/Receiving Clerk	15.96
21140 - Store Worker I	14.27
21150 - Stock Clerk	16.82
21210 - Tools And Parts Attendant	15.87
21410 - Warehouse Specialist	15.87
23000 - Mechanics And Maintenance And	
Repair Occupations	0.0.45
23010 - Aerospace Structural Welder	29.45
23019 - Aircraft Logs and Records	22.86
Technician	07.06
23021 - Aircraft Mechanic I	27.86
23022 - Aircraft Mechanic II	29.45
23023 - Aircraft Mechanic III	30.93
23040 - Aircraft Mechanic Helper	19.61
23050 - Aircraft Painter	26.16
23060 - Aircraft Servicer	22.86

	0.6 1.6
23070 - Aircraft Survival Flight	26.16
Equipment Technician	04 50
23080 - Aircraft Worker	24.52
23091 - Aircrew Life Support	24.52
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.86
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.27
23120 - Bicycle Repairer	18.71
23125 - Cable Splicer	40.46
23130 - Carpenter Maintenance	19.53
23140 - Carpet Layer	22.75
23160 - Electrician Maintenance	24.13
23181 - Electronics Technician	24.90
Maintenance I	
23182 - Electronics Technician	26.59
Maintenance II	
23183 - Electronics Technician	28.30
Maintenance III	
23260 - Fabric Worker	21.21
23290 - Fire Alarm System Mechanic	25.85
23310 - Fire Extinguisher Repairer	19.63
23311 - Fuel Distribution System	27.86
Mechanic	
23312 - Fuel Distribution System	21.16
Operator	
23370 - General Maintenance Worker	16.67
23380 - Ground Support Equipment	27.86
Mechanic	
23381 - Ground Support Equipment	22.86
Servicer	
23382 - Ground Support Equipment	24.52
Worker	
23391 - Gunsmith I	19.63
23392 - Gunsmith II	22.75
23393 - Gunsmith III	25.85
23410 - Heating Ventilation And Air-	21.13
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.32
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	21.65
23440 - Heavy Equipment Operator	19.00
23460 - Instrument Mechanic	25.85
23465 - Laboratory/Shelter Mechanic	24.27
23470 - Laborer	15.89
23510 - Locksmith	24.27

23530 - Machinery Maintenance	28.21
Mechanic	
23550 - Machinist Maintenance	19.20
23580 - Maintenance Trades Helper	18.07
23591 - Metrology Technician I	25.85
23592 - Metrology Technician II	27.31
23593 - Metrology Technician III	28.69
23640 - Millwright	25.85
23710 - Office Appliance Repairer	23.78
23760 - Painter Maintenance	24.05
23790 - Pipefitter Maintenance	25.49
23810 - Plumber Maintenance	23.37
23820 - Pneudraulic Systems Mechanic	25.85
23850 - Rigger	25.85
23870 - Scale Mechanic	22.75
23890 - Sheet-Metal Worker	25.85
Maintenance	
23910 - Small Engine Mechanic	22.75
23931 - Telecommunications Mechanic	29.58
I	
23932 - Telecommunications Mechanic	31.27
II	
23950 - Telephone Lineman	25.33
23960 - Welder Combination	18.58
Maintenance	
23965 - Well Driller	25.85
23970 - Woodcraft Worker	25.85
23980 - Woodworker	19.63
24000 - Personal Needs Occupations	
24550 - Case Manager	16.27
24570 - Child Care Attendant	12.54
24580 - Child Care Center Clerk	15.71
24610 - Chore Aide	12.71
24620 - Family Readiness And Support	16.27
Services	
Coordinator	
24630 - Homemaker	16.27
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.31
25040 - Sewage Plant Operator	20.00
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	18.65
25210 - Water Treatment Plant	19.64
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.76
27007 - Baggage Inspector	16.49
27008 - Corrections Officer	22.13
27010 - Court Security Officer	22.13

27030 - Detection Dog Handler			18.44
27040 - Detention Officer			22.13
27070 - Firefighter			22.13
27101 - Guard I			16.49
27102 - Guard II			18.44
27131 - Police Officer I			22.09
27132 - Police Officer II			24.56
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.96
28042 - Carnival Equipment Repairer			17.34
28043 - Carnival Worker			12.92
28210 - Gate Attendant/Gate Tender			15.78
28310 - Lifeguard			14.01
28350 - Park Attendant (Aide)			17.64
28510 - Recreation Aide/Health			12.87
Facility Attendant			
28515 - Recreation Specialist			21.85
28630 - Sports Official			14.04
28690 - Swimming Pool Operator			20.09
29000 - Stevedoring/Longshoremen			20100
Occupational Services			
29010 - Blocker And Bracer			22.75
29020 - Hatch Tender			22.75
29030 - Line Handler			22.75
29041 - Stevedore I			21.21
29042 - Stevedore II			24.27
30000 - Technical Occupations			21.21
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	2)	10.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(500	2)	27.70
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			50.55
30021 - Archeological Technician I			14.73
30022 - Archeological Technician II			16.47
30022 - Archeological Technician III			20.26
30030 - Cartographic Technician			20.20
30040 - Civil Engineering Technician			20.81
30051 - Cryogenic Technician I			21.00
30052 - Cryogenic Technician II			23.19
30061 - Drafter/CAD Operator I			14.73
30062 - Drafter/CAD Operator II			16.47
30063 - Drafter/CAD Operator III			18.37
30064 - Drafter/CAD Operator IV			21.94
30081 - Engineering Technician I			11.83
30082 - Engineering Technician II			14.62
30083 - Engineering Technician III			16.36
30084 - Engineering Technician IV			20.24
30085 - Engineering Technician V			24.76
30086 - Engineering Technician VI			29.95

30090 - Environmental Technician			23.53
30095 - Evidence Control Specialist			
30210 - Laboratory Technician			19.70
30221 - Latent Fingerprint			21.00
Technician I			00 10
30222 - Latent Fingerprint			23.19
Technician II 30240 - Mathematical Technician			20.10
30361 - Paralegal/Legal Assistant I			19.49
30362 - Paralegal/Legal Assistant II			24.14
30363 - Paralegal/Legal Assistant			29.53
30364 - Paralegal/Legal Assistant IV			35.73
30375 - Petroleum Supply Specialist			23.19
30390 - Photo-Optics Technician			20.10
30395 - Radiation Control Technician			23.19
30461 - Technical Writer I			18.77
30462 - Technical Writer II			22.95
30463 - Technical Writer III			27.76
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			27 1 2
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			
30494 - Unexploded (UXO) Safety			25.60
Escort			25 (0
30495 - Unexploded (UXO) Sweep Personnel			25.60
30501 - Weather Forecaster I			21.00
30502 - Weather Forecaster II			25.54
30620 - Weather Observer Combined	(200	2)	18.37
	(see	2)	10.37
Upper Air Or Surface Programs			
30621 - Weather Observer Senior	(see	21	19.90
31000 - Transportation/Mobile	(266	2)	19.90
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.09
31030 - Bus Driver			19.82
31043 - Driver Courier			17.31
31260 - Parking and Lot Attendant			13.98
31290 - Shuttle Bus Driver			17.11
31310 - Taxi Driver			16.48
31361 - Truckdriver Light			18.82
31362 - Truckdriver Medium			20.32
31363 - Truckdriver Heavy			20.32
31364 - Truckdriver Tractor-Trailer			22.70
99000 - Miscellaneous Occupations			22.10
99020 - Cabin Safety Specialist			15.10
JJUZU - CADIN SALELY SPECIALIST			TJ.TO

99030 - Cashier	12.58
99050 - Desk Clerk	12.42
99095 - Embalmer	25.35
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.34
I	
99252 - Laboratory Animal Caretaker	19.93
II	
99260 - Marketing Analyst	26.26
99310 - Mortician	25.35
99410 - Pest Controller	21.52
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.92
99711 - Recycling Specialist	19.73
99730 - Refuse Collector	15.80
99810 - Sales Clerk	13.22
99820 - School Crossing Guard	15.01
99830 - Survey Party Chief	17.87
99831 - Surveying Aide	13.59
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	18.34
99841 - Vending Machine Repairer	23.09
99842 - Vending Machine Repairer	18.34
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Form 1444 (SF-1444) \*\*

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5435
Daniel W. Simms Division of	Revision No.: 17
Director Wage Determination	ns  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: Colorado

Area: Colorado Counties of Archuleta Chaffee Delta Dolores Fremont Gunnison Hinsdale La Plata Montezuma Montrose Ouray San Juan San Miguel

\*\*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		16.17
01013 - Accounting Clerk III		18.10
01020 - Administrative Assistant		23.97
01035 - Court Reporter		18.23
01041 - Customer Service		13.13
Representative I		
01042 - Customer Service		14.71
Representative II		

01043 - Customer Service Representative III		16.10
01051 - Data Entry Operator I		15.42
01052 - Data Entry Operator II		16.82
01060 - Dispatcher Motor Vehicle		19.64
01070 - Document Preparation Clerk		14.51
01090 - Duplicating Machine Operator		14.51
01111 - General Clerk I		13.75
01112 - General Clerk II		15.01
01113 - General Clerk III		16.86
01120 - Housing Referral Assistant		20.32
01141 - Messenger Courier		11.84
01191 - Order Clerk I		14.87
01192 - Order Clerk II		16.22
01261 - Personnel Assistant		16.66
(Employment) I		
01262 - Personnel Assistant		18.64
(Employment) II		
01263 - Personnel Assistant		20.78
(Employment) III		
01270 - Production Control Clerk		24.37
01290 - Rental Clerk		17.07
01300 - Scheduler Maintenance		16.30
01311 - Secretary I		16.30
01312 - Secretary II		18.23
01313 - Secretary III		20.32
01320 - Service Order Dispatcher		17.55
01410 - Supply Technician		23.97
		23.91
01420 - Survey Worker		17.29
01420 - Survey Worker		17.29
01420 - Survey Worker 01460 - Switchboard		17.29
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		17.29 14.58
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		17.29 14.58 12.92
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		17.29 14.58 12.92 13.84
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		17.29 14.58 12.92 13.84 14.64
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		17.29 14.58 12.92 13.84 14.64 14.51
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		17.29 14.58 12.92 13.84 14.64 14.51 16.30
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		17.29 14.58 12.92 13.84 14.64 14.51 16.30
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		17.29 14.58 12.92 13.84 14.64 14.51 16.30 18.23
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	17.29 14.58 12.92 13.84 14.64 14.51 16.30 18.23 24.19 21.13
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	17.29 14.58 12.92 13.84 14.64 14.51 16.30 18.23 24.19 21.13 19.77
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	17.29 14.58 12.92 13.84 14.64 14.51 16.30 18.23 24.19 21.13 19.77 19.77
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	17.29 14.58 12.92 13.84 14.64 14.51 16.30 18.23 24.19 24.19 21.13 19.77 19.77 17.06
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	17.29 14.58 12.92 13.84 14.64 14.51 16.30 18.23 24.19 21.13 19.77 19.77
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	17.29 14.58 12.92 13.84 14.64 14.51 16.30 18.23 24.19 21.13 19.77 19.77 19.77 17.06 22.47
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.29 14.58 12.92 13.84 14.64 14.51 16.30 18.23 24.19 24.19 21.13 19.77 19.77 17.06 22.47
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Glass Installer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	Electrician	17.29 14.58 12.92 13.84 14.64 14.51 16.30 18.23 24.19 21.13 19.77 19.77 17.06 22.47
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.29 14.58 12.92 13.84 14.64 14.51 16.30 18.23 24.19 24.19 21.13 19.77 19.77 17.06 22.47

05250 - Motor Vehicle Upholstery	18.68
Worker	10 88
05280 - Motor Vehicle Wrecker	19.77
05310 - Painter Automotive	21.13
05340 - Radiator Repair Specialist	19.77
05370 - Tire Repairer	14.76
05400 - Transmission Repair	22.47
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.68
07041 - Cook I	14.68
07042 - Cook II	17.02
07070 - Dishwasher	12.83
07130 - Food Service Worker	12.65
07210 - Meat Cutter	16.10
07260 - Waiter/Waitress	11.70
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.26
09040 - Furniture Handler	15.78
09080 - Furniture Refinisher	25.26
09090 - Furniture Refinisher Helper	18.76
09110 - Furniture Repairer Minor	22.02
09130 - Upholsterer	25.26
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.25
11060 - Elevator Operator	14.01
11090 - Gardener	20.10
11122 - Housekeeping Aide	14.01
11150 - Janitor	14.01
11210 - Laborer Grounds Maintenance	15.56
11240 - Maid or Houseman	13.73
11260 - Pruner	14.85
11270 - Tractor Operator	18.50
11330 - Trail Maintenance Worker	15.56
11360 - Window Cleaner	14.81
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	19.97
12012 - Certified Occupational	27.69
Therapist Assistant	
12015 - Certified Physical Therapist	25.54
Assistant	
12020 - Dental Assistant	19.52
12025 - Dental Hygienist	37.12
12030 - EKG Technician	30.26
12035 - Electroneurodiagnostic	30.26
Technologist	
-	

12040 - Emergency Medical Technician       17.99         12071 - Licensed Practical Nurse I       17.84         12072 - Licensed Practical Nurse II       19.97         12073 - Licensed Practical Nurse III       22.26         12100 - Medical Assistant       17.08         12130 - Medical Laboratory       26.39         Technician       18.81         12190 - Medical Record Technician       18.81         12195 - Medical Transcriptionist       17.84         12210 - Nuclear Medicine       43.83         Technoigist       11.91         12222 - Nursing Assistant I       13.39         12223 - Nursing Assistant III       13.39         12224 - Nursing Assistant IV       16.61         12235 - Optical Dispenser       17.84         12250 - Pharmacy Technician       17.84         12200 - Phicel Technician       17.84         12210 - Phiebotomist       30.14         12211 - Registered Nurse I       23.56         12312 - Registered Nurse II       28.83         12313 - Registered Nurse III       28.83         12314 - Registered Nurse III       34.88         12315 - Registered Nurse IV       41.79         12314 - Registered Nurse IV       41.79         12315 - Registered Nurse
12072 - Licensed Practical Nurse II       19.97         12073 - Licensed Practical Nurse III       22.26         12100 - Medical Assistant       17.08         12130 - Medical Laboratory       26.39         Technician       12160 - Medical Record Clerk       16.81         12190 - Medical Record Technician       18.81         12195 - Medical Transcriptionist       17.84         12210 - Nuclear Medicine       43.88         Technologist       11.91         12221 - Nursing Assistant I       11.91         12223 - Nursing Assistant III       13.39         12224 - Nursing Assistant IV       16.40         12235 - Optical Dispenser       17.81         12236 - Optical Dispenser       17.81         12230 - Pharmacy Technician       17.66         12280 - Phlebotomist       17.35         12305 - Radiologic Technologist       30.14         12311 - Registered Nurse II       28.83         12312 - Registered Nurse III       28.83         12313 - Registered Nurse III       34.88         12314 - Registered Nurse III       34.88         12315 - Registered Nurse IV       41.79         12316 - Registered Nurse IV       41.79         12317 - Scheduler (Drug and Alcohol       24.73
12073 - Licensed Practical Nurse III       22.26         12100 - Medical Assistant       17.08         12130 - Medical Laboratory       26.39         Technician       16.81         12160 - Medical Record Clerk       16.81         12190 - Medical Record Technician       18.81         12190 - Medical Transcriptionist       17.84         12210 - Nuclear Medicine       43.88         Technologist       11.91         12222 - Nursing Assistant I       13.39         1223 - Nursing Assistant IV       16.40         12235 - Optical Dispenser       17.81         12236 - Optical Technician       17.66         12280 - Phebotomist       17.35         12305 - Radiologic Technologist       30.14         12311 - Registered Nurse II       28.83         12312 - Registered Nurse II       28.83         12313 - Registered Nurse III       34.88         Anesthetist       12316 - Registered Nurse III       34.88         Anesthetist       12317 - Scheduler (Drug and Alcohol       24.73         Testing)       12320 - Substance Abuse Treatment       24.98         Counselor       13000 - Information And Arts       24.98
12100 - Medical Assistant       17.08         12130 - Medical Laboratory       26.39         Technician       12160 - Medical Record Clerk       16.81         12190 - Medical Record Technician       18.81         12195 - Medical Transcriptionist       17.84         12210 - Nuclear Medicine       43.88         Technologist       11.91         12222 - Nursing Assistant I       13.39         12223 - Nursing Assistant IV       16.40         12234 - Nursing Assistant IV       16.40         12235 - Optical Dispenser       17.81         12236 - Optical Technician       17.66         12280 - Pharmacy Technician       17.35         12305 - Radiologic Technologist       30.14         12311 - Registered Nurse II       28.83         12312 - Registered Nurse III       28.83         12313 - Registered Nurse III       34.88         Anesthetist       12316 - Registered Nurse III       34.88         Anesthetist       12317 - Scheduler (Drug and Alcohol       24.73         Testing)       12320 - Substance Abuse Treatment       24.98         Counselor       13000 - Information And Arts       24.98
12130 - Medical Laboratory       26.39         Technician       12160 - Medical Record Clerk       16.81         12190 - Medical Record Technician       18.81         12195 - Medical Transcriptionist       17.84         12210 - Nuclear Medicine       43.88         Technologist       11.91         12222 - Nursing Assistant I       13.39         12223 - Nursing Assistant III       13.39         12224 - Nursing Assistant IV       16.40         12235 - Optical Dispenser       17.81         12236 - Optical Technician       17.84         12250 - Pharmacy Technician       17.84         12250 - Pharmacy Technician       17.35         12305 - Radiologic Technologist       30.14         12311 - Registered Nurse II       28.83         12312 - Registered Nurse III       28.83         12313 - Registered Nurse III       34.88         Anesthetist       12314 - Registered Nurse III       34.88         12315 - Registered Nurse IV       41.79         12320 - Substance Abuse Treatment       24.98         Counselor       13000 - Information And Arts       24.98
Technician         12160 - Medical Record Clerk       16.81         12190 - Medical Record Technician       18.81         12195 - Medical Transcriptionist       17.84         12210 - Nuclear Medicine       43.88         Technologist       11.91         12221 - Nursing Assistant I       13.39         12223 - Nursing Assistant III       13.39         12224 - Nursing Assistant IV       16.40         12235 - Optical Dispenser       17.81         12236 - Optical Technician       17.84         12250 - Pharmacy Technician       17.66         12280 - Phlebotomist       17.35         12305 - Radiologic Technologist       30.14         12311 - Registered Nurse II       28.83         12312 - Registered Nurse III       28.83         12313 - Registered Nurse III       34.88         12315 - Registered Nurse III       34.88         12315 - Registered Nurse III       34.88         12315 - Registered Nurse IV       41.79         12316 - Registered Nurse IV       41.79         12320 - Substance Abuse Treatment       24.98         Counselor       13000 - Information And Arts
12160 - Medical Record Clerk16.8112190 - Medical Record Technician18.8112195 - Medical Transcriptionist17.8412210 - Nuclear Medicine43.88Technologist11.9112221 - Nursing Assistant I13.3912223 - Nursing Assistant III14.6112224 - Nursing Assistant IV16.4012235 - Optical Dispenser17.811226 - Optical Technician17.6612280 - Pharmacy Technician17.3512305 - Radiologic Technologist30.1412311 - Registered Nurse II28.8312313 - Registered Nurse III34.8812314 - Registered Nurse III34.8812315 - Registered Nurse III34.8812316 - Registered Nurse III34.8812317 - Scheduler (Drug and Alcohol24.73Testing)12320 - Substance Abuse Treatment24.98Counselor13000 - Information And Arts24.98
12190 - Medical Record Technician       18.81         12195 - Medical Transcriptionist       17.84         12210 - Nuclear Medicine       43.88         Technologist       11.91         12222 - Nursing Assistant I       11.91         12223 - Nursing Assistant II       13.39         12224 - Nursing Assistant II       14.61         12224 - Nursing Assistant IV       16.40         12235 - Optical Dispenser       17.81         12250 - Pharmacy Technician       17.81         12280 - Phlebotomist       17.35         12305 - Radiologic Technologist       30.14         12311 - Registered Nurse II       28.83         12312 - Registered Nurse III       28.83         12313 - Registered Nurse III       34.88         Anesthetist       34.88         12317 - Scheduler (Drug and Alcohol       24.98         Counselor       13000 - Information And Arts         Occupations       24.98
12195 - Medical Transcriptionist       17.84         12210 - Nuclear Medicine       43.88         Technologist       11.91         12221 - Nursing Assistant I       11.91         12222 - Nursing Assistant II       13.39         12223 - Nursing Assistant II       14.61         12224 - Nursing Assistant IV       16.40         12235 - Optical Dispenser       17.81         12236 - Optical Technician       17.84         12250 - Pharmacy Technician       17.66         12280 - Phlebotomist       17.35         12305 - Radiologic Technologist       30.14         12311 - Registered Nurse I       28.83         12312 - Registered Nurse II       28.83         12313 - Registered Nurse III       34.88         Anesthetist       34.88         12316 - Registered Nurse IV       41.79         12317 - Scheduler (Drug and Alcohol       24.73         Testing)       12320 - Substance Abuse Treatment       24.98         Counselor       13000 - Information And Arts       24.98
12210 - Nuclear Medicine43.88Technologist11.22112221 - Nursing Assistant I11.9112222 - Nursing Assistant II13.3912223 - Nursing Assistant III14.6112224 - Nursing Assistant IV16.4012235 - Optical Dispenser17.8112236 - Optical Technician17.8412250 - Pharmacy Technician17.6612280 - Phlebotomist17.3512305 - Radiologic Technologist30.1412311 - Registered Nurse II28.8312312 - Registered Nurse III28.8312313 - Registered Nurse III34.8812315 - Registered Nurse III34.8812316 - Registered Nurse III34.8812317 - Scheduler (Drug and Alcohol24.73Testing)13000 - Information And Arts24.98Occupations130011
Technologist         12221 - Nursing Assistant I         12222 - Nursing Assistant II         12223 - Nursing Assistant III         1224 - Nursing Assistant IV         12255 - Optical Dispenser         17.81         12260 - Pharmacy Technician         17.81         12280 - Phlebotomist         12305 - Radiologic Technologist         30.14         12311 - Registered Nurse I         28.83         12313 - Registered Nurse III         28.83         12315 - Registered Nurse III         28.83         12315 - Registered Nurse III         34.88         12315 - Registered Nurse III         34.88         12317 - Scheduler (Drug and Alcohol         24.73         Testing)         12300 - Substance Abuse Treatment         24.98         Counselor         13000 - Information And Arts         Occupations
12221 - Nursing Assistant I       11.91         12222 - Nursing Assistant III       13.39         12223 - Nursing Assistant III       14.61         12224 - Nursing Assistant IV       16.40         12235 - Optical Dispenser       17.81         12236 - Optical Technician       17.84         12250 - Pharmacy Technician       17.66         12280 - Phlebotomist       17.35         12305 - Radiologic Technologist       30.14         12311 - Registered Nurse I       23.56         12312 - Registered Nurse II       28.83         12313 - Registered Nurse III       34.88         12314 - Registered Nurse III       34.88         12315 - Registered Nurse III       34.88         12316 - Registered Nurse IV       41.79         12317 - Scheduler (Drug and Alcohol       24.73         Testing)       12320 - Substance Abuse Treatment       24.98         Counselor       13000 - Information And Arts       24.98
12222 - Nursing Assistant II13.3912223 - Nursing Assistant III14.6112224 - Nursing Assistant IV16.4012235 - Optical Dispenser17.8112236 - Optical Technician17.8412250 - Pharmacy Technician17.6612280 - Phlebotomist17.3512305 - Radiologic Technologist30.1412311 - Registered Nurse I23.5612312 - Registered Nurse III28.8312313 - Registered Nurse III28.83Specialist34.8812315 - Registered Nurse III34.8812316 - Registered Nurse III34.8812317 - Scheduler (Drug and Alcohol24.73Testing)12320 - Substance Abuse Treatment24.98Counselor13000 - Information And Arts24.98
12223 - Nursing Assistant III       14.61         12224 - Nursing Assistant IV       16.40         12235 - Optical Dispenser       17.81         12236 - Optical Technician       17.84         12250 - Pharmacy Technician       17.66         12280 - Phlebotomist       17.35         12305 - Radiologic Technologist       30.14         12311 - Registered Nurse I       23.56         12312 - Registered Nurse II       28.83         12313 - Registered Nurse II       28.83         12314 - Registered Nurse III       34.88         12315 - Registered Nurse IIII       34.88         12316 - Registered Nurse IV       41.79         12317 - Scheduler (Drug and Alcohol       24.73         Testing)       12320 - Substance Abuse Treatment       24.98         Counselor       24.98         Counselor       24.98         Occupations       24.98
12224 - Nursing Assistant IV16.4012235 - Optical Dispenser17.8112236 - Optical Technician17.8412250 - Pharmacy Technician17.6612280 - Phlebotomist17.3512305 - Radiologic Technologist30.1412311 - Registered Nurse I23.5612312 - Registered Nurse II28.8312313 - Registered Nurse III28.83Specialist34.8812314 - Registered Nurse III34.8812315 - Registered Nurse III34.8812316 - Registered Nurse IV41.7912317 - Scheduler (Drug and Alcohol24.73Testing)12320 - Substance Abuse Treatment24.98Counselor13000 - Information And Arts24.98Occupations34.8834.88
12235 - Optical Dispenser       17.81         12236 - Optical Technician       17.84         12250 - Pharmacy Technician       17.66         12280 - Phlebotomist       17.35         12305 - Radiologic Technologist       30.14         12311 - Registered Nurse I       23.56         12312 - Registered Nurse II       28.83         12313 - Registered Nurse II       28.83         Specialist       34.88         12315 - Registered Nurse III       34.88         12316 - Registered Nurse III       34.88         12317 - Scheduler (Drug and Alcohol       24.73         Testing)       12320 - Substance Abuse Treatment       24.98         Counselor       24.98         Occupations       34.85
12236 - Optical Technician       17.84         12250 - Pharmacy Technician       17.66         12280 - Phlebotomist       17.35         12305 - Radiologic Technologist       30.14         12311 - Registered Nurse I       23.56         12312 - Registered Nurse II       28.83         12313 - Registered Nurse II       28.83         Specialist       34.88         12315 - Registered Nurse III       34.88         12316 - Registered Nurse III       34.88         12317 - Scheduler (Drug and Alcohol       24.73         Testing)       12320 - Substance Abuse Treatment       24.98         Counselor       24.98         Counselor       24.98         Occupations       24.98
12250 - Pharmacy Technician       17.66         12280 - Phlebotomist       17.35         12305 - Radiologic Technologist       30.14         12311 - Registered Nurse I       23.56         12312 - Registered Nurse II       28.83         12313 - Registered Nurse II       28.83         Specialist       28.83         12314 - Registered Nurse III       34.88         12315 - Registered Nurse III       34.88         12316 - Registered Nurse IV       41.79         12317 - Scheduler (Drug and Alcohol       24.73         Testing)       24.98         Counselor       24.98         13000 - Information And Arts       24.98         Occupations       24.98
12280 - Phlebotomist       17.35         12305 - Radiologic Technologist       30.14         12311 - Registered Nurse I       23.56         12312 - Registered Nurse II       28.83         12313 - Registered Nurse II       28.83         Specialist       34.88         12314 - Registered Nurse III       34.88         12315 - Registered Nurse III       34.88         Anesthetist       34.88         12316 - Registered Nurse IV       41.79         12317 - Scheduler (Drug and Alcohol       24.73         Testing)       24.98         Counselor       24.98         Counselor       24.98         Occupations       24.98
12305 - Radiologic Technologist30.1412311 - Registered Nurse I23.5612312 - Registered Nurse II28.8312313 - Registered Nurse II28.83Specialist34.8812314 - Registered Nurse III34.8812315 - Registered Nurse III34.88Anesthetist41.7912316 - Registered Nurse IV41.7912317 - Scheduler (Drug and Alcohol24.73Testing)24.98Counselor13000 - Information And ArtsOccupations34.88
12311 - Registered Nurse I23.5612312 - Registered Nurse II28.8312313 - Registered Nurse II28.83Specialist34.8812314 - Registered Nurse III34.8812315 - Registered Nurse III34.88Anesthetist41.7912316 - Registered Nurse IV41.7912317 - Scheduler (Drug and Alcohol24.73Testing)24.98Counselor13000 - Information And ArtsOccupations14000000000000000000000000000000000000
12312 - Registered Nurse II28.8312313 - Registered Nurse II28.83Specialist34.8812314 - Registered Nurse III34.8812315 - Registered Nurse III34.88Anesthetist41.7912316 - Registered Nurse IV41.7912317 - Scheduler (Drug and Alcohol24.73Testing)24.98Counselor24.9813000 - Information And Arts24.98Occupations34.88
12313 - Registered Nurse II28.83Specialist34.8812314 - Registered Nurse III34.8812315 - Registered Nurse III34.88Anesthetist41.7912316 - Registered Nurse IV41.7912317 - Scheduler (Drug and Alcohol24.73Testing)24.98Counselor24.9813000 - Information And Arts24.98Occupations34.88
Specialist34.8812314 - Registered Nurse III34.8812315 - Registered Nurse III34.88Anesthetist41.7912316 - Registered Nurse IV41.7912317 - Scheduler (Drug and Alcohol24.73Testing)24.98Counselor24.9813000 - Information And Arts24.98Occupations24.98
12314 - Registered Nurse III34.8812315 - Registered Nurse III34.88Anesthetist34.8812316 - Registered Nurse IV41.7912317 - Scheduler (Drug and Alcohol24.73Testing)24.98Counselor24.9813000 - Information And Arts24.98Occupations24.98
12315 - Registered Nurse III34.88Anesthetist41.7912316 - Registered Nurse IV41.7912317 - Scheduler (Drug and Alcohol24.73Testing)24.7312320 - Substance Abuse Treatment24.98Counselor13000 - Information And ArtsOccupations24.98
Anesthetist 12316 - Registered Nurse IV 41.79 12317 - Scheduler (Drug and Alcohol 24.73 Testing) 12320 - Substance Abuse Treatment 24.98 Counselor 13000 - Information And Arts Occupations
12316 - Registered Nurse IV41.7912317 - Scheduler (Drug and Alcohol24.73Testing)24.9812320 - Substance Abuse Treatment24.98Counselor24.9813000 - Information And ArtsCocupations
12317 - Scheduler (Drug and Alcohol24.73Testing)12320 - Substance Abuse Treatment24.98Counselor13000 - Information And ArtsOccupations24.98
Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations
12320 - Substance Abuse Treatment24.98Counselor13000 - Information And ArtsOccupations1000 - 10000000000000000000000000000000
Counselor 13000 - Information And Arts Occupations
13000 - Information And Arts Occupations
Occupations
-
13011 - Exhibits Specialist I 20.14
13012 - Exhibits Specialist II24.94
13013 - Exhibits Specialist III30.52
<b>13041 - Illustrator I</b> 20.14
<b>13042 - Illustrator II</b> 24.94
13043 - Illustrator III30.52
<b>13047 - Librarian</b> 27.63
13050 - Library Aide/Clerk 15.43
<b>13054 - Library Information</b> 24.94
Technology Systems
Administrator
Administrator
Administrator 13058 - Library Technician 16.30

13071 - Photographer I		17.31
13072 - Photographer II		19.38
13073 - Photographer III		24.00
13074 - Photographer IV		29.36
13075 - Photographer V		35.52
13090 - Technical Order Library		18.80
Clerk		
13110 - Video Teleconference		17.31
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.25
14042 - Computer Operator II		17.05
14043 - Computer Operator III		19.71
14044 - Computer Operator IV		21.92
14045 - Computer Operator V		24.28
14071 - Computer Programmer I	(see 1)	20.97
14072 - Computer Programmer II	(see 1)	25.98
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	15.25
Operator		10.20
14160 - Personal Computer Support		21.92
Technician		21.92
14170 - System Support Specialist		27.53
15000 - Instructional Occupations		27.00
15010 - Aircrew Training Devices		29.31
Instructor (Non-Rated)		29.51
15020 - Aircrew Training Devices		35.46
Instructor (Rated)		55.40
		42.50
15030 - Air Crew Training Devices		42.50
Instructor (Pilot)		20 21
15050 - Computer Based Training		29.31
Specialist / Instructor		
15060 - Educational Technologist		34.05
15070 - Flight Instructor (Pilot)		42.50
15080 - Graphic Artist		26.30
15085 - Maintenance Test Pilot Fixed		42.50
Jet/Prop		
15086 - Maintenance Test Pilot		42.50
Rotary Wing		40 50
15088 - Non-Maintenance Test/Co-		42.50
Pilot		04 04
15090 - Technical Instructor		24.24
15095 - Technical Instructor/Course		29.67
Developer		0.4
15110 - Test Proctor		21.37

15120 - Tutor	21.37
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 54
16010 - Assembler	13.54
16030 - Counter Attendant	13.54
16040 - Dry Cleaner	15.49
16070 - Finisher Flatwork Machine	13.54
16090 - Presser Hand	13.54
16110 - Presser Machine Drycleaning	13.54
16130 - Presser Machine Shirts	13.54
16160 - Presser Machine Wearing	13.54
Apparel Laundry	
16190 - Sewing Machine Operator	16.14
16220 - Tailor	16.79
16250 - Washer Machine	14.19
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.26
Room)	
19040 - Tool And Die Maker	31.55
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	16.78
21030 - Material Coordinator	24.37
21040 - Material Expediter	24.37
21050 - Material Handling Laborer	14.05
21071 - Order Filler	12.92
21080 - Production Line Worker (Food	16.78
Processing)	
21110 - Shipping Packer	17.63
21130 - Shipping/Receiving Clerk	17.63
21140 - Store Worker I	13.88
21150 - Stock Clerk	16.61
21210 - Tools And Parts Attendant	16.78
21410 - Warehouse Specialist	16.78
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.38
23019 - Aircraft Logs and Records	23.63
Technician	
23021 - Aircraft Mechanic I	28.82
23022 - Aircraft Mechanic II	30.38
23023 - Aircraft Mechanic III	32.08
23040 - Aircraft Mechanic Helper	20.13
23050 - Aircraft Painter	27.10
23060 - Aircraft Servicer	23.63
23070 - Aircraft Survival Flight	27.10
Equipment Technician	
23080 - Aircraft Worker	25.36

23091 - Aircrew Life Support 25.3 Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support 28.8 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 24.4 23120 - Bicycle Repairer 17.0
I23092 - Aircrew Life Support28.8Equipment (ALSE) MechanicII23110 - Appliance Mechanic24.4
23092 - Aircrew Life Support 28.8 Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 24.4
Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 24.4
II23110 - Appliance Mechanic24.4
23110 - Appliance Mechanic 24.4
<b>23120 - Bicycle Repairer</b> 17.0
<b>23125 - Cable Splicer</b> 46.3
23130 - Carpenter Maintenance 24.3
<b>23140 - Carpet Layer</b> 23.6
23160 - Electrician Maintenance 31.3
23181 - Electronics Technician 27.2
Maintenance I
23182 - Electronics Technician 29.1
Maintenance II
23183 - Electronics Technician 31.0
Maintenance III
<b>23260 - Fabric Worker</b> 22.0
23290 - Fire Alarm System Mechanic 26.8
23310 - Fire Extinguisher Repairer 20.3
23311 - Fuel Distribution System 28.8
Mechanic
23312 - Fuel Distribution System 22.1
Operator
23370 - General Maintenance Worker 18.8
23380 - Ground Support Equipment 28.8
Mechanic 2010
23381 - Ground Support Equipment 23.6
Servicer 20.0
23382 - Ground Support Equipment 25.3
Worker
<b>23391 - Gunsmith I</b> 20.3
<b>23392 - Gunsmith II</b> 23.6
<b>23393 - Gunsmith III</b> 26.8
23393Guinsmith III20.023410Heating Ventilation And Air-23.6
Conditioning
Mechanic
<b>23411 - Heating Ventilation And Air</b> 24.9
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Contidioning
Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 24.7
23440 - Heavy Equipment Operator 22.9
23460 - Instrument Mechanic 26.8
23465 - Laboratory/Shelter Mechanic 25.2
134/11 - 1.300 $1/10$
<b>23470 - Laborer</b> 14.0
<b>23510 - Locksmith</b> 25.2
23510 - Locksmith       25.2         23530 - Machinery Maintenance       32.5
<b>23510 - Locksmith</b> 25.2

23580 - Maintenance Trades Helper	18.76
23591 - Metrology Technician I	26.86
23592 - Metrology Technician II	28.31
23593 - Metrology Technician III	29.90
23640 - Millwright	26.86
23710 - Office Appliance Repairer	25.26
23760 - Painter Maintenance	19.33
23790 - Pipefitter Maintenance	26.91
23810 - Plumber Maintenance	25.30
23820 - Pneudraulic Systems Mechanic	26.86
23850 - Rigger	26.86
23870 - Scale Mechanic	23.63
23890 - Sheet-Metal Worker	26.86
Maintenance	
23910 - Small Engine Mechanic	23.63
23931 - Telecommunications Mechanic	27.92
I	
23932 - Telecommunications Mechanic	29.43
II	
23950 - Telephone Lineman	27.41
23960 - Welder Combination	23.21
Maintenance	
23965 - Well Driller	26.86
23970 - Woodcraft Worker	26.86
23980 - Woodworker	20.39
24000 - Personal Needs Occupations	
24550 - Case Manager	18.57
24570 - Child Care Attendant	13.14
24580 - Child Care Center Clerk	16.38
24610 - Chore Aide	12.96
24620 - Family Readiness And Support	18.57
Services	
Coordinator	
24630 - Homemaker	18.57
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.86
25040 - Sewage Plant Operator	23.93
25070 - Stationary Engineer	26.86
25190 - Ventilation Equipment Tender	18.76
25210 - Water Treatment Plant	23.93
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.03
27007 - Baggage Inspector	15.65
27008 - Corrections Officer	24.99
27010 - Court Security Officer	25.87
27030 - Detection Dog Handler	17.51
27040 - Detention Officer	24.99
27070 - Firefighter	26.97

27101 - Guard I	15.65
27102 - Guard II	17.51
27131 - Police Officer I	25.60
27132 - Police Officer II	28.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.09
28042 - Carnival Equipment Repairer	17.49
28043 - Carnival Worker	12.92
28210 - Gate Attendant/Gate Tender	18.63
28310 - Lifeguard	13.57
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health	15.21
Facility Attendant	
28515 - Recreation Specialist	25.82
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	20.27
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	25.16
29020 - Hatch Tender	25.16
29030 - Line Handler	25.16
29041 - Stevedore I	23.44
29042 - Stevedore II	26.90
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.01
30022 - Archeological Technician II	19.03
30023 - Archeological Technician III	23.57
30030 - Cartographic Technician	23.57
30040 - Civil Engineering Technician	28.68
30051 - Cryogenic Technician I	26.11
30052 - Cryogenic Technician II	28.84
30061 - Drafter/CAD Operator I	17.01
30062 - Drafter/CAD Operator II	19.03
30063 - Drafter/CAD Operator III	21.21
30064 - Drafter/CAD Operator IV	26.11
30081 - Engineering Technician I	15.34
30082 - Engineering Technician II	17.22
20092 Engineering Hacksielen III	10 07
30083 - Engineering Technician III	19.27
30083 - Engineering Technician III 30084 - Engineering Technician IV	23.87
30084 - Engineering Technician IV	23.87
30084 - Engineering Technician IV 30085 - Engineering Technician V	23.87 29.20
30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI	23.87 29.20 35.32

30221 - Latent Fingerprint	26.11
Technician I	
30222 - Latent Fingerprint	28.84
Technician II	
30240 - Mathematical Technician	23.57
30361 - Paralegal/Legal Assistant I	19.29
30362 - Paralegal/Legal Assistant II	23.90
30363 - Paralegal/Legal Assistant	29.23
III	
30364 - Paralegal/Legal Assistant IV	35.37
30375 - Petroleum Supply Specialist	28.84
30390 - Photo-Optics Technician	23.57
30395 - Radiation Control Technician	28.84
30461 - Technical Writer I	23.57
30462 - Technical Writer II	28.84
30463 - Technical Writer III	34.88
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	20.00
30501 - Weather Forecaster I	26.11
30502 - Weather Forecaster II	31.75
<b>30620 - Weather Observer Combined</b> (see 2)	21.21
	<u> </u>
Upper Air Or	
Upper Air Or Surface Programs	23 57
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2)	23.57
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile	23.57
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations	
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	30.98
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	30.98 12.87
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	30.98 12.87 17.96
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	30.98 12.87 17.96 17.36
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	30.98 12.87 17.96 17.36 13.94
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	30.98 12.87 17.96 17.36 13.94 17.36
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	30.98 12.87 17.96 17.36 13.94 17.36 15.66
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	30.98 12.87 17.96 17.36 13.94 17.36 15.66 18.87
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	30.98 12.87 17.96 17.36 13.94 17.36 15.66 18.87 20.38
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	30.98 12.87 17.96 17.36 13.94 17.36 15.66 18.87 20.38 22.11
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	30.98 12.87 17.96 17.36 13.94 17.36 15.66 18.87 20.38
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	30.98 12.87 17.96 17.36 13.94 17.36 15.66 18.87 20.38 22.11 22.11
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	30.98 12.87 17.96 17.36 13.94 17.36 15.66 18.87 20.38 22.11 22.11 15.10
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	30.98 12.87 17.96 17.36 13.94 17.36 15.66 18.87 20.38 22.11 22.11 15.10 12.73
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	30.98 12.87 17.96 17.36 13.94 17.36 15.66 18.87 20.38 22.11 22.11 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.18
I	
99252 - Laboratory Animal Caretaker	19.76
II	
99260 - Marketing Analyst	25.76
99310 - Mortician	25.60
99410 - Pest Controller	22.72
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.80
99711 - Recycling Specialist	25.18
99730 - Refuse Collector	19.50
99810 - Sales Clerk	14.40
99820 - School Crossing Guard	14.60
99830 - Survey Party Chief	24.22
99831 - Surveying Aide	18.42
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	16.80
99841 - Vending Machine Repairer	21.16
99842 - Vending Machine Repairer	16.80
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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.: 2015-5437
Daniel W. Simms Division of	Revision No.: 17
Director Wage Determination	ns  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: Colorado

Area: Colorado Counties of Grand Jackson Summit

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.39
01012 - Accounting Clerk II		19.53
01013 - Accounting Clerk III		21.84
01020 - Administrative Assistant		26.31
01035 - Court Reporter		19.59
01041 - Customer Service		14.77
Representative I		
01042 - Customer Service		16.61
Representative II		

01043 - Customer Service Representative III		18.13
01051 - Data Entry Operator I		15.98
01052 - Data Entry Operator II		17.43
01060 - Dispatcher Motor Vehicle		21.08
01070 - Document Preparation Clerk		14.55
01090 - Duplicating Machine Operator		14.55
01111 - General Clerk I		18.31
01112 - General Clerk II		19.98
01113 - General Clerk III		22.42
01120 - Housing Referral Assistant		21.75
01141 - Messenger Courier		13.02
01191 - Order Clerk I		16.60
01192 - Order Clerk II		18.12
01261 - Personnel Assistant		16.67
(Employment) I		10.07
01262 - Personnel Assistant		18.65
(Employment) II		10.05
01263 - Personnel Assistant		20.79
(Employment) III		20.19
01270 - Production Control Clerk		25.68
01290 - Rental Clerk		18.04
01300 - Scheduler Maintenance		17.15
01311 - Secretary I		17.15
01312 - Secretary II		19.19
—		21.75
01313 - Secretary III 01320 Service Order Dispetcher		18.85
01320 - Service Order Dispatcher		26.31
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		18.91
		16.95
Operator/Receptionist		17 07
01531 - Travel Clerk I		17.07
01532 - Travel Clerk II		17.89
01533 - Travel Clerk III		19.26
01611 - Word Processor I		14.42
01612 - Word Processor II		16.20
01613 - Word Processor III		18.11
05000 - Automotive Service Occupations		00 F F
05005 - Automobile Body Repairer		30.55
Fiberglass		04 55
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		22.99
05070 - Automotive Worker		22.99
05110 - Mobile Equipment Servicer		19.82
05130 - Motor Equipment Metal		26.16
Maghania		
Mechanic		00
05160 - Motor Equipment Metal Worker		22.99
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		26.16
05160 - Motor Equipment Metal Worker		

05250 - Motor Vehicle Upholstery	21.41
Worker	
05280 - Motor Vehicle Wrecker	22.99
05310 - Painter Automotive	24.55
05340 - Radiator Repair Specialist	22.99
05370 - Tire Repairer	16.98
05400 - Transmission Repair	26.16
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.24
07041 - Cook I	15.77
07042 - Cook II	18.30
07070 - Dishwasher	13.55
07130 - Food Service Worker	17.17
07210 - Meat Cutter	18.30
07260 - Waiter/Waitress	11.72
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	28.18
09040 - Furniture Handler	17.75
09080 - Furniture Refinisher	28.18
09090 - Furniture Refinisher Helper	20.91
09110 - Furniture Repairer Minor	24.57
09130 - Upholsterer	28.18
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.77
11060 - Elevator Operator	16.38
11090 - Gardener	22.90
11122 - Housekeeping Aide	16.38
11150 - Janitor	16.38
11210 - Laborer Grounds Maintenance	17.85
11240 - Maid or Houseman	15.66
11260 - Pruner	16.52
11270 - Tractor Operator	21.05
11330 - Trail Maintenance Worker	17.85
11360 - Window Cleaner	17.69
12000 - Health Occupations	
12010 - Ambulance Driver	21.04
12011 - Breath Alcohol Technician	23.16
12012 - Certified Occupational	31.78
Therapist Assistant	
12015 - Certified Physical Therapist	31.78
Assistant	
12020 - Dental Assistant	22.06
12025 - Dental Hygienist	45.33
12030 - EKG Technician	38.42
12035 - Electroneurodiagnostic	38.42
Technologist	

	01 01
12040 - Emergency Medical Technician	21.04
12071 - Licensed Practical Nurse I	20.72
12072 - Licensed Practical Nurse II	23.16
12073 - Licensed Practical Nurse III	25.82
12100 - Medical Assistant	19.30
12130 - Medical Laboratory	28.16
Technician	
12160 - Medical Record Clerk	20.59
12190 - Medical Record Technician	23.02
12195 - Medical Transcriptionist	20.72
12210 - Nuclear Medicine	50.91
Technologist	
12221 - Nursing Assistant I	12.55
12222 - Nursing Assistant II	14.10
12223 - Nursing Assistant III	15.38
12224 - Nursing Assistant IV	17.28
12235 - Optical Dispenser	20.66
12236 - Optical Technician	20.72
12250 - Pharmacy Technician	18.44
12280 - Phlebotomist	20.72
12305 - Radiologic Technologist	34.39
12311 - Registered Nurse I	29.98
12312 - Registered Nurse II	36.67
12313 - Registered Nurse II	36.67
Specialist	
12314 - Registered Nurse III	43.96
12315 - Registered Nurse III	43.96
Anesthetist	
12316 - Registered Nurse IV	53.17
12317 - Scheduler (Drug and Alcohol	28.70
Testing)	
12320 - Substance Abuse Treatment	25.94
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	26.02
13012 - Exhibits Specialist II	32.23
13013 - Exhibits Specialist III	39.43
13041 - Illustrator I	26.51
13042 - Illustrator II	32.23
13043 - Illustrator III	39.43
13047 - Librarian	36.37
13050 - Library Aide/Clerk	17.47
13054 - Library Information	32.84
Technology Systems	
Administrator	
13058 - Library Technician	17.64
13061 - Media Specialist I	23.69
13062 - Media Specialist II	26.51
13063 - Media Specialist III	29.56

13071 - Photographer I		20.39
13072 - Photographer II		22.81
13073 - Photographer III		28.27
13074 - Photographer IV		34.57
13075 - Photographer V		41.82
13090 - Technical Order Library		21.22
Clerk		
13110 - Video Teleconference		20.42
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.81
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.21
14044 - Computer Operator IV		24.69
14045 - Computer Operator V		28.56
14071 - Computer Programmer I	(see 1)	24.31
14072 - Computer Programmer II	(see 1)	L 1.01
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14102 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14105 - Computer Systems Analyst III 14150 - Peripheral Equipment	(See I)	17.81
		1/.01
Operator		24 60
14160 - Personal Computer Support		24.69
Technician		01 40
14170 - System Support Specialist		31.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		35.58
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		43.06
Instructor (Rated)		
15030 - Air Crew Training Devices		49.15
Instructor (Pilot)		
15050 - Computer Based Training		35.58
Specialist / Instructor		
15060 - Educational Technologist		33.78
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		26.53
15085 - Maintenance Test Pilot Fixed		42.96
Jet/Prop		
15086 - Maintenance Test Pilot		42.96
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.96
Pilot		
15090 - Technical Instructor		26.78
15095 - Technical Instructor/Course		32.76
Developer		
15110 - Test Proctor		21.62

	0.1 . 6.0
15120 - Tutor	21.62
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 4 6 0
16010 - Assembler	14.69
16030 - Counter Attendant	14.69
16040 - Dry Cleaner	16.80
16070 - Finisher Flatwork Machine	14.69
16090 - Presser Hand	14.69
16110 - Presser Machine Drycleaning	14.69
16130 - Presser Machine Shirts	14.69
16160 - Presser Machine Wearing	14.69
Apparel Laundry	
16190 - Sewing Machine Operator	17.77
16220 - Tailor	18.88
16250 - Washer Machine	15.39
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	28.18
Room)	
19040 - Tool And Die Maker	34.78
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.15
21030 - Material Coordinator	25.68
21040 - Material Expediter	25.68
21050 - Material Handling Laborer	17.36
21071 - Order Filler	16.18
21080 - Production Line Worker (Food	19.15
Processing)	
21110 - Shipping Packer	19.43
21130 - Shipping/Receiving Clerk	19.43
21140 - Store Worker I	14.21
21150 - Stock Clerk	17.71
21210 - Tools And Parts Attendant	19.15
21410 - Warehouse Specialist	19.15
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	31.77
23019 - Aircraft Logs and Records	24.57
Technician	
23021 - Aircraft Mechanic I	30.03
23022 - Aircraft Mechanic II	31.77
23023 - Aircraft Mechanic III	33.32
23040 - Aircraft Mechanic Helper	20.91
23050 - Aircraft Painter	28.18
23060 - Aircraft Servicer	24.57
23070 - Aircraft Survival Flight	28.18
Equipment Technician	
23080 - Aircraft Worker	26.40

23091 - Aircrew Life Support	26.40
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.03
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.03
23120 - Bicycle Repairer	17.95
23125 - Cable Splicer	45.73
23130 - Carpenter Maintenance	25.12
23140 - Carpet Layer	26.40
23160 - Electrician Maintenance	27.70
23181 - Electronics Technician	31.84
Maintenance I	
23182 - Electronics Technician	33.99
Maintenance II	
23183 - Electronics Technician	36.22
Maintenance III	
23260 - Fabric Worker	24.57
23290 - Fire Alarm System Mechanic	25.81
23310 - Fire Extinguisher Repairer	22.75
23311 - Fuel Distribution System	41.57
Mechanic	
23312 - Fuel Distribution System	32.29
Operator	01.10
23370 - General Maintenance Worker	20.24
23380 - Ground Support Equipment	30.03
Mechanic	00.00
23381 - Ground Support Equipment	24.57
Servicer	21.07
23382 - Ground Support Equipment	26.40
Worker	20.10
23391 - Gunsmith I	22.75
23392 - Gunsmith II	26.40
23393 - Gunsmith III	30.03
23410 - Heating Ventilation And Air-	29.22
Conditioning	29.22
Mechanic	
23411 - Heating Ventilation And Air	30.92
Contidioning	50.92
Mechanic (Research Facility)	
_	30.49
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	25.33
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	
	30.03
23465 - Laboratory/Shelter Mechanic	28.18
23470 - Laborer	16.91
23510 - Locksmith	28.18
23530 - Machinery Maintenance	39.17
Mechanic	06 50
23550 - Machinist Maintenance	26.50

23580 - Maintenance Trades Helper	23.89
23591 - Metrology Technician I	30.03
23592 - Metrology Technician II	31.77
23593 - Metrology Technician III	33.32
23640 - Millwright	30.03
23710 - Office Appliance Repairer	24.90
23760 - Painter Maintenance	19.70
23790 - Pipefitter Maintenance	26.37
23810 - Plumber Maintenance	24.75
23820 - Pneudraulic Systems Mechanic	30.03
23850 - Rigger	30.03
23870 - Scale Mechanic	26.40
23890 - Sheet-Metal Worker	24.59
Maintenance	
23910 - Small Engine Mechanic	21.68
23931 - Telecommunications Mechanic	31.96
I	
23932 - Telecommunications Mechanic	33.82
II	
23950 - Telephone Lineman	29.60
23960 - Welder Combination	30.31
Maintenance	
23965 - Well Driller	28.73
23970 - Woodcraft Worker	30.03
23980 - Woodworker	22.75
24000 - Personal Needs Occupations	
24550 - Case Manager	18.29
24570 - Child Care Attendant	17.10
24580 - Child Care Center Clerk	19.89
24610 - Chore Aide	15.07
24620 - Family Readiness And Support	18.29
Services	
Coordinator	
24630 - Homemaker	18.29
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	36.17
25040 - Sewage Plant Operator	28.93
25070 - Stationary Engineer	36.17
25190 - Ventilation Equipment Tender	25.38
25210 - Water Treatment Plant	28.93
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.17
27007 - Baggage Inspector	16.16
27008 - Corrections Officer	27.69
27010 - Court Security Officer	27.27
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	27.69
27070 - Firefighter	29.32

27101 - Guard I		16.16
27102 - Guard II		21.32
27131 - Police Officer I		29.14
27132 - Police Officer II		32.39
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.63
28042 - Carnival Equipment Repairer		21.36
28043 - Carnival Worker		15.41
28210 - Gate Attendant/Gate Tender		19.83
28310 - Lifeguard		15.89
28350 - Park Attendant (Aide)		22.18
28510 - Recreation Aide/Health		16.18
Facility Attendant		
28515 - Recreation Specialist		27.47
28630 - Sports Official		17.66
28690 - Swimming Pool Operator		24.79
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		26.40
29020 - Hatch Tender		26.40
29030 - Line Handler		26.40
29041 - Stevedore I		24.57
29042 - Stevedore II		28.18
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		19.40
30022 - Archeological Technician II		21.70
30023 - Archeological Technician III		26.89
30030 - Cartographic Technician		26.41
30040 - Civil Engineering Technician		31.48
30051 - Cryogenic Technician I		25.48
30052 - Cryogenic Technician II		28.14
30061 - Drafter/CAD Operator I		18.45
30062 - Drafter/CAD Operator II		20.65
30063 - Drafter/CAD Operator III		23.84
30064 - Drafter/CAD Operator IV		31.50
30081 - Engineering Technician I		18.44
30082 - Engineering Technician II		20.69
30083 - Engineering Technician III		23.15
30084 - Engineering Technician IV		28.69
30085 - Engineering Technician V		35.09
30086 - Engineering Technician VI		42.45
30090 - Environmental Technician		27.74
30095 - Evidence Control Specialist		23.00
30210 - Laboratory Technician		28.74

30221 - Latent Fingerprint	25.48
Technician I	
30222 - Latent Fingerprint	28.14
Technician II	
30240 - Mathematical Technician	26.62
30361 - Paralegal/Legal Assistant I	19.46
30362 - Paralegal/Legal Assistant II	24.11
30363 - Paralegal/Legal Assistant	29.49
III	
30364 - Paralegal/Legal Assistant IV	35.68
30375 - Petroleum Supply Specialist	28.14
30390 - Photo-Optics Technician	26.62
30395 - Radiation Control Technician	28.14
30461 - Technical Writer I	26.26
30462 - Technical Writer II	32.12
30463 - Technical Writer III	38.86
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	31.50
30502 - Weather Forecaster II	38.31
<b>30620 - Weather Observer Combined</b> (see 2)	23.84
<b>30620 - Weather Observer Combined</b> (see 2) Upper Air Or	23.84
	23.84
Upper Air Or	23.84 26.41
Upper Air Or Surface Programs	
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2)	
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile	
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	26.41 30.98
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations	26.41 30.98 16.74
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	26.41 30.98 16.74 23.17
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	26.41 30.98 16.74 23.17 21.12
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	26.41 30.98 16.74 23.17 21.12 14.69
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	26.41 30.98 16.74 23.17 21.12 14.69 21.66
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	26.41 30.98 16.74 23.17 21.12 14.69 21.66 17.16
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	26.41 30.98 16.74 23.17 21.12 14.69 21.66 17.16 22.97
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	26.41 30.98 16.74 23.17 21.12 14.69 21.66 17.16 22.97 24.81
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	26.41 30.98 16.74 23.17 21.12 14.69 21.66 17.16 22.97 24.81 26.40
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	26.41 30.98 16.74 23.17 21.12 14.69 21.66 17.16 22.97 24.81
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	26.41 30.98 16.74 23.17 21.12 14.69 21.66 17.16 22.97 24.81 26.40 26.40
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	26.41 30.98 16.74 23.17 21.12 14.69 21.66 17.16 22.97 24.81 26.40 26.40 15.10
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	26.41 30.98 16.74 23.17 21.12 14.69 21.66 17.16 22.97 24.81 26.40 26.40 15.10 14.50
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	26.41 30.98 16.74 23.17 21.12 14.69 21.66 17.16 22.97 24.81 26.40 26.40 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.34
I	
99252 - Laboratory Animal Caretaker	19.95
II	
99260 - Marketing Analyst	27.06
99310 - Mortician	25.60
99410 - Pest Controller	22.29
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	24.48
99711 - Recycling Specialist	29.49
99730 - Refuse Collector	21.92
99810 - Sales Clerk	16.14
99820 - School Crossing Guard	13.67
99830 - Survey Party Chief	27.47
99831 - Surveying Aide	15.25
99832 - Surveying Technician	24.97
99840 - Vending Machine Attendant	19.36
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer	19.36
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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.: 2015-5439
Daniel W. Simms Division of	Revision No.: 17
Director Wage Determination	ns  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: Colorado

Area: Colorado Counties of Eagle Garfield Lake Moffat Pitkin Rio Blanco Routt

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.39
01012 - Accounting Clerk II		19.53
01013 - Accounting Clerk III		21.84
01020 - Administrative Assistant		26.06
01035 - Court Reporter		18.11
01041 - Customer Service		14.77
Representative I		
01042 - Customer Service		16.61
Representative II		

01043 - Customer Service Representative III		18.13
01051 - Data Entry Operator I		14.67
01052 - Data Entry Operator II		16.40
01060 - Dispatcher Motor Vehicle		21.08
01070 - Document Preparation Clerk		14.42
01090 - Duplicating Machine Operator		14.42
01111 - General Clerk I		18.09
01112 - General Clerk II		19.74
01113 - General Clerk III		22.17
01120 - Housing Referral Assistant		20.19
01141 - Messenger Courier		11.76
01191 - Order Clerk I		16.60
01192 - Order Clerk II		18.12
01261 - Personnel Assistant		16.21
(Employment) I		10.21
01262 - Personnel Assistant		18.14
		10.14
(Employment) II 01263 - Personnel Assistant		20.22
		20.22
(Employment) III		
01270 - Production Control Clerk		25.68
01290 - Rental Clerk		17.10
01300 - Scheduler Maintenance		16.20
01311 - Secretary I		16.20
01312 - Secretary II		18.11
01313 - Secretary III		20.19
01320 - Service Order Dispatcher		18.85
01410 - Supply Technician		26.06
01420 - Survey Worker		18.91
01420 - Survey Worker 01460 - Switchboard		
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		18.91 16.95
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		18.91 16.95 17.07
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		18.91 16.95 17.07 17.89
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		18.91 16.95 17.07 17.89 19.26
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		18.91 16.95 17.07 17.89 19.26 14.42
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		18.91 16.95 17.07 17.89 19.26 14.42 16.20
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		18.91 16.95 17.07 17.89 19.26 14.42
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		18.91 16.95 17.07 17.89 19.26 14.42 16.20 18.11
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		18.91 16.95 17.07 17.89 19.26 14.42 16.20
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		18.91 16.95 17.07 17.89 19.26 14.42 16.20 18.11 28.17
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	18.91 16.95 17.07 17.89 19.26 14.42 16.20 18.11 28.17 28.17
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	18.91 16.95 17.07 17.89 19.26 14.42 16.20 18.11 28.17 28.17 24.55 22.99
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	18.91 16.95 17.07 17.89 19.26 14.42 16.20 18.11 28.17 28.17 24.55 22.99 22.99
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	18.91 16.95 17.07 17.89 19.26 14.42 16.20 18.11 28.17 28.17 24.55 22.99 22.99 19.82
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	18.91 16.95 17.07 17.89 19.26 14.42 16.20 18.11 28.17 28.17 24.55 22.99 22.99
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	18.91 16.95 17.07 17.89 19.26 14.42 16.20 18.11 28.17 28.17 24.55 22.99 22.99 19.82 26.16
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	18.91 16.95 17.07 17.89 19.26 14.42 16.20 18.11 28.17 28.17 24.55 22.99 22.99 19.82
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	18.91 16.95 17.07 17.89 19.26 14.42 16.20 18.11 28.17 28.17 24.55 22.99 22.99 19.82 26.16
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	18.91 16.95 17.07 17.89 19.26 14.42 16.20 18.11 28.17 28.17 24.55 22.99 22.99 19.82 26.16

05250 - Motor Vehicle Upholstery	21.41
Worker	
05280 - Motor Vehicle Wrecker	22.99
05310 - Painter Automotive	24.55
05340 - Radiator Repair Specialist	22.99
05370 - Tire Repairer	16.24
05400 - Transmission Repair	26.16
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.24
07041 - Cook I	15.77
07042 - Cook II	18.30
07070 - Dishwasher	13.55
07130 - Food Service Worker	16.64
07210 - Meat Cutter	18.05
07260 - Waiter/Waitress	11.70
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	27.66
09040 - Furniture Handler	17.75
09080 - Furniture Refinisher	28.18
09090 - Furniture Refinisher Helper	20.91
09110 - Furniture Repairer Minor	24.57
09130 - Upholsterer	27.72
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.96
11060 - Elevator Operator	16.38
11090 - Gardener	22.90
11122 - Housekeeping Aide	16.38
11150 - Janitor	16.38
11210 - Laborer Grounds Maintenance	17.85
11240 - Maid or Houseman	15.28
11260 - Pruner	16.52
11270 - Tractor Operator	21.05
11330 - Trail Maintenance Worker	17.85
11360 - Window Cleaner	17.69
12000 - Health Occupations	
12010 - Ambulance Driver	21.04
12011 - Breath Alcohol Technician	23.16
12012 - Certified Occupational	31.78
Therapist Assistant	
12015 - Certified Physical Therapist	31.78
Assistant	
Assistant 12020 - Dental Assistant	22.06
12020 - Dental Assistant	22.06
12020 - Dental Assistant 12025 - Dental Hygienist	45.33
12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	45.33 38.42
12020 - Dental Assistant 12025 - Dental Hygienist	45.33

	01 04
12040 - Emergency Medical Technician	21.04
12071 - Licensed Practical Nurse I	20.72
12072 - Licensed Practical Nurse II	23.16
12073 - Licensed Practical Nurse III	25.82
12100 - Medical Assistant	19.30
12130 - Medical Laboratory	28.12
Technician	
12160 - Medical Record Clerk	20.59
12190 - Medical Record Technician	23.02
12195 - Medical Transcriptionist	20.72
12210 - Nuclear Medicine	50.91
Technologist	
12221 - Nursing Assistant I	12.55
12222 - Nursing Assistant II	14.10
12223 - Nursing Assistant III	15.38
12224 - Nursing Assistant IV	17.28
12235 - Optical Dispenser	19.36
12236 - Optical Technician	20.72
12250 - Pharmacy Technician	18.44
12280 - Phlebotomist	20.72
12305 - Radiologic Technologist	34.39
12311 - Registered Nurse I	24.91
12312 - Registered Nurse II	30.48
12313 - Registered Nurse II	30.48
Specialist	
12314 - Registered Nurse III	36.88
12315 - Registered Nurse III	36.88
Anesthetist	
12316 - Registered Nurse IV	44.20
12317 - Scheduler (Drug and Alcohol	28.70
Testing)	
12320 - Substance Abuse Treatment	25.94
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	25.30
13012 - Exhibits Specialist II	31.33
13013 - Exhibits Specialist III	38.34
13041 - Illustrator I	25.30
13042 - Illustrator II	31.33
13043 - Illustrator III	38.34
13047 - Librarian	34.72
13050 - Library Aide/Clerk	16.89
13054 - Library Information	31.33
Technology Systems	01.00
Administrator	
13058 - Library Technician	16.68
13061 - Media Specialist I	20.42
13062 - Media Specialist II	23.87
13063 - Media Specialist II 13063 - Media Specialist III	26.62
19009 - Media Shectarise III	20.02

13071 - Photographer I		18.98
13072 - Photographer II		21.24
13073 - Photographer III		26.29
13074 - Photographer IV		32.16
13075 - Photographer V		38.91
13090 - Technical Order Library		21.22
Clerk		
13110 - Video Teleconference		20.42
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		13.86
14042 - Computer Operator II		15.50
14043 - Computer Operator III		17.92
14044 - Computer Operator IV		19.93
14045 - Computer Operator V		22.07
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	21.95
14072 - Computer Programmer III	(see 1)	26.84
14074 - Computer Programmer IV	(see 1)	20.04
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	10.00
14150 - Peripheral Equipment		13.86
Operator		10.00
14160 - Personal Computer Support		19.93
Technician		
14170 - System Support Specialist		28.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.62
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.85
Instructor (Rated)		
15030 - Air Crew Training Devices		42.96
Instructor (Pilot)		
15050 - Computer Based Training		29.62
Specialist / Instructor		
15060 - Educational Technologist		33.60
15070 - Flight Instructor (Pilot)		42.96
15080 - Graphic Artist		25.70
15085 - Maintenance Test Pilot Fixed		42.96
Jet/Prop		
15086 - Maintenance Test Pilot		42.96
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.96
Pilot		
15090 - Technical Instructor		24.24
15095 - Technical Instructor/Course		29.67
Developer		27.01
15110 - Test Proctor		21.37
ISIIV IEST FIGGEOI		21.01

	01 07
15120 - Tutor	21.37
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	14 00
16010 - Assembler	14.69
16030 - Counter Attendant	14.69
16040 - Dry Cleaner	16.80
16070 - Finisher Flatwork Machine	14.69
16090 - Presser Hand	14.69
16110 - Presser Machine Drycleaning	14.69
16130 - Presser Machine Shirts	14.69
16160 - Presser Machine Wearing	14.69
Apparel Laundry	10 00
16190 - Sewing Machine Operator	17.77
16220 - Tailor	18.88
16250 - Washer Machine	15.39
19000 - Machine Tool Operation And	
Repair Occupations	0.0 1.0
19010 - Machine-Tool Operator (Tool	28.18
Room)	
19040 - Tool And Die Maker	34.78
21000 - Materials Handling And Packing	
Occupations	10 15
21020 - Forklift Operator	19.15
21030 - Material Coordinator	25.68
21040 - Material Expediter	25.68
21050 - Material Handling Laborer	16.91
21071 - Order Filler	16.18
21080 - Production Line Worker (Food	19.15
Processing)	10.40
21110 - Shipping Packer	19.43
21130 - Shipping/Receiving Clerk	19.43
21140 - Store Worker I	14.21
21150 - Stock Clerk	17.71
21210 - Tools And Parts Attendant	19.15
21410 - Warehouse Specialist	19.15
23000 - Mechanics And Maintenance And	
Repair Occupations	01 88
23010 - Aerospace Structural Welder	31.77
23019 - Aircraft Logs and Records	24.57
Technician	
23021 - Aircraft Mechanic I	30.03
23022 - Aircraft Mechanic II	31.77
23023 - Aircraft Mechanic III	33.32
23040 - Aircraft Mechanic Helper	20.91
23050 - Aircraft Painter	28.18
23060 - Aircraft Servicer	24.57
23070 - Aircraft Survival Flight	28.18
Equipment Technician	
23080 - Aircraft Worker	26.40

23091 - Aircrew Life Support	26.40
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.03
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.37
23120 - Bicycle Repairer	17.01
23125 - Cable Splicer	44.09
23130 - Carpenter Maintenance	25.12
23140 - Carpet Layer	26.40
23160 - Electrician Maintenance	27.70
23181 - Electronics Technician	30.76
Maintenance I	
23182 - Electronics Technician	33.98
Maintenance II	
23183 - Electronics Technician	36.06
Maintenance III	
23260 - Fabric Worker	24.57
23290 - Fire Alarm System Mechanic	25.81
23310 - Fire Extinguisher Repairer	22.75
23311 - Fuel Distribution System	34.89
Mechanic	
23312 - Fuel Distribution System	26.76
Operator	
23370 - General Maintenance Worker	20.24
23380 - Ground Support Equipment	30.03
Mechanic	
23381 - Ground Support Equipment	24.57
Servicer	
23382 - Ground Support Equipment	26.40
Worker	
23391 - Gunsmith I	22.75
23392 - Gunsmith II	26.40
23393 - Gunsmith III	30.03
23410 - Heating Ventilation And Air-	25.56
Conditioning	20.00
Mechanic	
23411 - Heating Ventilation And Air	27.01
Contidioning	2,.01
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.49
23440 - Heavy Equipment Operator	25.33
23460 - Instrument Mechanic	30.03
23465 - Laboratory/Shelter Mechanic	28.18
23470 - Laborer	16.91
23510 - Locksmith	28.18
23530 - Machinery Maintenance	39.17
Mechanic	59.11
23550 - Machinist Maintenance	25.38
25550 - MACHITIST MATHLEHANCE	23.30

23580 - Maintenance Trades Helper	23.89
23591 - Metrology Technician I	30.03
23592 - Metrology Technician II	31.77
23593 - Metrology Technician III	33.32
23640 - Millwright	30.03
23710 - Office Appliance Repairer	24.76
23760 - Painter Maintenance	19.70
23790 - Pipefitter Maintenance	26.37
23810 - Plumber Maintenance	24.75
23820 - Pneudraulic Systems Mechanic	30.03
23850 - Rigger	30.03
23870 - Scale Mechanic	26.40
23890 - Sheet-Metal Worker	24.90
Maintenance	
23910 - Small Engine Mechanic	21.60
23931 - Telecommunications Mechanic	31.80
I	
23932 - Telecommunications Mechanic	33.64
II	
23950 - Telephone Lineman	28.84
23960 - Welder Combination	27.35
Maintenance	
23965 - Well Driller	28.73
23970 - Woodcraft Worker	30.03
23980 - Woodworker	22.75
24000 - Personal Needs Occupations	
24550 - Case Manager	18.29
24570 - Child Care Attendant	17.10
24580 - Child Care Center Clerk	19.89
24610 - Chore Aide	14.99
24620 - Family Readiness And Support	18.29
Services	
Coordinator	
24630 - Homemaker	18.29
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	38.12
25040 - Sewage Plant Operator	28.93
25070 - Stationary Engineer	38.12
25190 - Ventilation Equipment Tender	26.57
25210 - Water Treatment Plant	28.93
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.17
27007 - Baggage Inspector	16.16
27008 - Corrections Officer	27.69
27010 - Court Security Officer	25.82
27030 - Detection Dog Handler	18.08
27040 - Detention Officer	27.69
27070 - Firefighter	24.06

27101 - Guard I			16.16
27102 - Guard II			18.08
27131 - Police Officer I			29.03
27132 - Police Officer II			32.26
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			19.63
28042 - Carnival Equipment Repairer			21.36
28043 - Carnival Worker			15.41
28210 - Gate Attendant/Gate Tender			19.83
28310 - Lifequard			15.89
28350 - Park Attendant (Aide)			22.18
28510 - Recreation Aide/Health			16.18
Facility Attendant			
28515 - Recreation Specialist			27.47
28630 - Sports Official			17.66
28690 - Swimming Pool Operator			24.75
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			26.40
29020 - Hatch Tender			26.40
29030 - Line Handler			26.40
29041 - Stevedore I			24.57
29042 - Stevedore II			28.18
30000 - Technical Occupations			20.10
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	<i></i> /	10.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(500	<i>4</i> /	21.10
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.05
30021 - Archeological Technician I			16.60
30022 - Archeological Technician II			18.57
30023 - Archeological Technician III			23.00
30030 - Cartographic Technician			23.00
30040 - Civil Engineering Technician			30.47
30051 - Cryogenic Technician I			25.48
30052 - Cryogenic Technician II			28.14
30061 - Drafter/CAD Operator I			16.60
30062 - Drafter/CAD Operator II			18.57
30063 - Drafter/CAD Operator III			20.71
30064 - Drafter/CAD Operator IV			25.48
30081 - Engineering Technician I			14.79
30082 - Engineering Technician II			16.60
30083 - Engineering Technician III			18.57
30084 - Engineering Technician IV			23.00
30085 - Engineering Technician V			28.14
30086 - Engineering Technician VI			34.05
30090 - Environmental Technician			27.74
30095 - Evidence Control Specialist			23.00
30210 - Laboratory Technician			28.74
JULIN HADDLALOLY LEGHHLGLAH			20./4

30221 - Latent Fingerprint	25.48
Technician I	
30222 - Latent Fingerprint	28.14
Technician II	
30240 - Mathematical Technician	23.00
30361 - Paralegal/Legal Assistant I	19.24
30362 - Paralegal/Legal Assistant II	23.83
30363 - Paralegal/Legal Assistant	29.14
III	
30364 - Paralegal/Legal Assistant IV	35.26
30375 - Petroleum Supply Specialist	28.14
30390 - Photo-Optics Technician	23.00
30395 - Radiation Control Technician	28.14
30461 - Technical Writer I	23.00
30462 - Technical Writer II	28.14
30463 - Technical Writer III	34.05
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	20.00
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	50.90
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	57.15
30494 - Unexploded (UXO) Safety	25.60
Escort	23.00
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	25.48
30502 - Weather Forecaster II	31.00
<b>30620 - Weather Observer Combined</b> (see 2)	20.71
Upper Air Or	
Surface Programs	
<b>30621 - Weather Observer Senior</b> (see 2)	23.00
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	16.74
31030 - Bus Driver	23.17
31043 - Driver Courier	21.12
31260 - Parking and Lot Attendant	14.76
31290 - Shuttle Bus Driver	20.81
31310 - Taxi Driver	17.16
31361 - Truckdriver Light	22.89
31362 - Truckdriver Medium	24.73
31363 - Truckdriver Heavy	26.09
31364 - Truckdriver Tractor-Trailer	26.09
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	14.50
99050 - Desk Clerk	17.12
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.34
I	
99252 - Laboratory Animal Caretaker	19.95
II	
99260 - Marketing Analyst	27.06
99310 - Mortician	25.60
99410 - Pest Controller	22.29
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.64
99711 - Recycling Specialist	25.82
99730 - Refuse Collector	19.64
99810 - Sales Clerk	16.14
99820 - School Crossing Guard	13.67
99830 - Survey Party Chief	22.03
99831 - Surveying Aide	16.74
99832 - Surveying Technician	20.83
99840 - Vending Machine Attendant	19.36
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer	19.36
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	   Wage Determination No.: 2015-5443
Daniel W. Simms Division of Director Wage Determinations	Revision No.: 15 B Date Of Last Revision: 12/27/2021

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

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

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

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

State: New Mexico

Area: New Mexico Counties of Bernalillo Sandoval Torrance Valencia

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.43
01012 - Accounting Clerk II		17.33
01013 - Accounting Clerk III		19.38
01020 - Administrative Assistant		29.86
01035 - Court Reporter		27.25
01041 - Customer Service		12.49
Representative I		
01042 - Customer Service		13.63
Representative II		

01043 - Customer Service Representative III		15.31
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		14.64
01060 - Dispatcher Motor Vehicle		18.64
01070 - Document Preparation Clerk		15.43
01090 - Duplicating Machine Operator		15.43
01111 - General Clerk I		12.10
01112 - General Clerk II		13.20
01113 - General Clerk III		14.83
01120 - Housing Referral Assistant		19.32
01141 - Messenger Courier		14.42
01191 - Order Clerk I		17.25
01192 - Order Clerk II		18.82
01261 - Personnel Assistant		15.89
(Employment) I		10.00
01262 - Personnel Assistant		17.78
(Employment) II		1/./0
01263 - Personnel Assistant		19.82
(Employment) III		19.02
01270 - Production Control Clerk		24.84
01290 - Rental Clerk		13.24
01300 - Scheduler Maintenance		15.50
01311 - Secretary I		15.50
01312 - Secretary II		17.33
—		19.32
01313 - Secretary III 01320 Service Order Dispetcher		19.32
01320 - Service Order Dispatcher		29.86
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		17.33
		14.76
Operator/Receptionist		1 5 7 7
01531 - Travel Clerk I		15.73
01532 - Travel Clerk II		16.98
01533 - Travel Clerk III		18.06
01611 - Word Processor I		14.98
01612 - Word Processor II		16.83
01613 - Word Processor III		18.82
05000 - Automotive Service Occupations		01 06
05005 - Automobile Body Repairer		21.86
Fiberglass		10 40
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		17.90
05070 - Automotive Worker		17.90
05110 - Mobile Equipment Servicer		14.84
05130 - Motor Equipment Metal		20.97
Mechanic		1 7 0 0
05160 - Motor Equipment Metal Worker		17.90
05190 - Motor Vehicle Mechanic		20.97
05220 - Motor Vehicle Mechanic		13.62
Helper		

05250 - Motor Vehicle Upholstery Worker	16.37
	1 - 0 0
05280 - Motor Vehicle Wrecker	17.90
05310 - Painter Automotive	19.43
05340 - Radiator Repair Specialist	17.90
05370 - Tire Repairer	13.14
05400 - Transmission Repair	20.97
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.63
07041 - Cook I	11.91
07042 - Cook II	14.36
07070 - Dishwasher	11.15
07130 - Food Service Worker	11.26
07210 - Meat Cutter	16.33
07260 - Waiter/Waitress	9.44
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.94
09040 - Furniture Handler	11.76
09080 - Furniture Refinisher	17.94
09090 - Furniture Refinisher Helper	15.07
09110 - Furniture Repairer Minor	16.76
09130 - Upholsterer	17.94
11000 - General Services And Support	11.94
Occupations	
11030 - Cleaner Vehicles	12.79
11050 - Cleaner Venicles 11060 - Elevator Operator	12.79
11090 - Gardener	20.24
11122 - Housekeeping Aide	11.73
11150 - Janitor	11.73
11210 - Laborer Grounds Maintenance	14.02
11240 - Maid or Houseman	10.50
11260 - Pruner	11.96
11270 - Tractor Operator	18.13
11330 - Trail Maintenance Worker	14.02
11360 - Window Cleaner	13.75
12000 - Health Occupations	
12010 - Ambulance Driver	17.61
12011 - Breath Alcohol Technician	22.39
12012 - Certified Occupational	30.64
Therapist Assistant	
12015 - Certified Physical Therapist	28.63
Assistant	
12020 - Dental Assistant	17.73
12025 - Dental Hygienist	42.98
12030 - EKG Technician	27.45
12035 - Electroneurodiagnostic	27.45
Technologist	

5 1	17.61
	20.03
	22.39
	24.96
	15.16
-	22.50
Technician	1000
	18.86
	21.10
-	18.43
	37.11
Technologist	11 70
-	11.73
2	13.18 14.38
2	16.15
5	18.38
	15.18
-	
-	17.19
	15.36
	28.90 25.39
2	31.06
-	31.06
Specialist	51.00
_	37.58
	37.58
Anesthetist	57.50
	45.04
	27.74
Testing)	_ / • / 1
	25.84
Counselor	20.01
13000 - Information And Arts	
Occupations	
-	19.40
-	24.02
-	29.40
	17.62
13042 - Illustrator II	21.82
	26.70
13047 - Librarian	24.17
	12.16
_	21.82
Technology Systems	
Administrator	
13058 - Library Technician	17.85
13061 - Media Specialist I	15.75
13062 - Media Specialist II	17.62
13063 - Media Specialist III	19.64

13071 - Photographer I		15.88
13072 - Photographer II		17.63
13073 - Photographer III		21.76
13074 - Photographer IV		26.62
13075 - Photographer V		32.22
13090 - Technical Order Library		15.61
Clerk		
13110 - Video Teleconference		18.57
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.31
14042 - Computer Operator II		18.24
14043 - Computer Operator III		20.33
14044 - Computer Operator IV		22.59
14045 - Computer Operator V		25.02
14071 - Computer Programmer I	(see 1)	24.65
14072 - Computer Programmer II	(see 1)	21.00
14072 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst I	(see 1)	
	(see 1)	
14103 - Computer Systems Analyst III	(see I)	16.31
14150 - Peripheral Equipment		10.31
Operator		
14160 - Personal Computer Support		22.59
Technician		
14170 - System Support Specialist		26.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		27.62
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		33.39
Instructor (Rated)		
15030 - Air Crew Training Devices		40.05
Instructor (Pilot)		
15050 - Computer Based Training		27.62
Specialist / Instructor		
15060 - Educational Technologist		30.35
15070 - Flight Instructor (Pilot)		40.05
15080 - Graphic Artist		23.90
15085 - Maintenance Test Pilot Fixed		38.97
Jet/Prop		
15086 - Maintenance Test Pilot		38.97
Rotary Wing		
15088 - Non-Maintenance Test/Co-		38.97
Pilot		
15090 - Technical Instructor		23.45
15095 - Technical Instructor/Course		28.68
Developer		
15110 - Test Proctor		18.93

	10.00
15120 - Tutor	18.93
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 (1
16010 - Assembler	11.61
16030 - Counter Attendant	11.61
16040 - Dry Cleaner	13.28
16070 - Finisher Flatwork Machine	11.61
16090 - Presser Hand	11.61
16110 - Presser Machine Drycleaning	11.61
16130 - Presser Machine Shirts	11.61
16160 - Presser Machine Wearing	11.61
Apparel Laundry	10.00
16190 - Sewing Machine Operator	13.83
16220 - Tailor	14.39
16250 - Washer Machine	12.17
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.63
Room)	
19040 - Tool And Die Maker	30.23
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.51
21030 - Material Coordinator	24.84
21040 - Material Expediter	24.84
21050 - Material Handling Laborer	13.17
21071 - Order Filler	14.51
21080 - Production Line Worker (Food	20.51
Processing)	
21110 - Shipping Packer	15.96
21130 - Shipping/Receiving Clerk	15.96
21140 - Store Worker I	10.67
21150 - Stock Clerk	15.69
21210 - Tools And Parts Attendant	20.51
21410 - Warehouse Specialist	20.51
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	32.94
23019 - Aircraft Logs and Records	24.07
Technician	
23021 - Aircraft Mechanic I	30.83
23022 - Aircraft Mechanic II	32.94
23023 - Aircraft Mechanic III	34.71
23040 - Aircraft Mechanic Helper	19.55
23050 - Aircraft Painter	28.57
23060 - Aircraft Servicer	24.07
23070 - Aircraft Survival Flight	28.57
Equipment Technician	
23080 - Aircraft Worker	26.32

23091 - Aircrew Life Support	26.32
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.83
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	19.92
23120 - Bicycle Repairer	16.01
23125 - Cable Splicer	31.72
23130 - Carpenter Maintenance	19.33
23140 - Carpet Layer	21.77
23160 - Electrician Maintenance	22.90
23181 - Electronics Technician	25.16
Maintenance I	
23182 - Electronics Technician	27.32
Maintenance II	
23183 - Electronics Technician	29.47
Maintenance III	
23260 - Fabric Worker	19.91
23290 - Fire Alarm System Mechanic	22.70
23310 - Fire Extinguisher Repairer	18.05
23311 - Fuel Distribution System	28.08
Mechanic	
23312 - Fuel Distribution System	21.03
Operator	
23370 - General Maintenance Worker	17.65
23380 - Ground Support Equipment	30.83
Mechanic	
23381 - Ground Support Equipment	24.07
Servicer	
23382 - Ground Support Equipment	26.32
Worker	
23391 - Gunsmith I	18.05
23392 - Gunsmith II	21.77
23393 - Gunsmith III	25.50
23410 - Heating Ventilation And Air-	22.99
Conditioning	22.99
Mechanic	
23411 - Heating Ventilation And Air	24.56
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.18
23440 - Heavy Equipment Operator	21.51
23460 - Instrument Mechanic	34.85
23465 - Laboratory/Shelter Mechanic	23.63
23405 - Laboratory/Sherter Mechanic	13.17
23510 - Locksmith	20.75
23530 - Machinery Maintenance	23.93
Mechanic	23.93
23550 - Machinist Maintenance	22.76
25550 - Machinist Maintenance	22.10

23580 - Maintenance Trades Helper	13.82
23591 - Metrology Technician I	34.85
23592 - Metrology Technician II	37.23
23593 - Metrology Technician III	39.24
23640 - Millwright	30.53
23710 - Office Appliance Repairer	21.13
23760 - Painter Maintenance	17.90
23790 - Pipefitter Maintenance	23.77
23810 - Plumber Maintenance	22.03
23820 - Pneudraulic Systems Mechanic	25.50
23850 - Rigger	26.55
23870 - Scale Mechanic	21.77
23890 - Sheet-Metal Worker	25.58
Maintenance	
23910 - Small Engine Mechanic	17.53
23931 - Telecommunications Mechanic	26.47
I	
23932 - Telecommunications Mechanic	28.27
II	
23950 - Telephone Lineman	25.50
23960 - Welder Combination	20.13
Maintenance	
23965 - Well Driller	26.05
23970 - Woodcraft Worker	25.50
23980 - Woodworker	18.05
24000 - Personal Needs Occupations	
24550 - Case Manager	17.85
24570 - Child Care Attendant	10.88
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	10.92
24620 - Family Readiness And Support	17.85
Services	
Coordinator	
24630 - Homemaker	17.85
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.32
25040 - Sewage Plant Operator	21.00
25070 - Stationary Engineer	26.32
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant	21.00
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.52
27007 - Baggage Inspector	12.69
27008 - Corrections Officer	18.93
27010 - Court Security Officer	19.57
27030 - Detection Dog Handler	14.19
27040 - Detention Officer	18.93
27070 - Firefighter	20.20

27101 - Guard I		12.69
27102 - Guard II		14.19
27131 - Police Officer I		25.57
27132 - Police Officer II		28.42
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.15
28042 - Carnival Equipment Repairer		18.03
28043 - Carnival Worker		10.66
28210 - Gate Attendant/Gate Tender		13.59
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.21
28510 - Recreation Aide/Health		11.10
Facility Attendant		
28515 - Recreation Specialist		18.06
28630 - Sports Official		12.11
28690 - Swimming Pool Operator		21.75
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		21.77
29020 - Hatch Tender		21.77
29030 - Line Handler		21.77
29041 - Stevedore I		19.91
29042 - Stevedore II		23.63
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.54
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	27.95
Specialist Station (HFO)		
30012 - Air Traffic Control		30.79
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		17.39
30022 - Archeological Technician II		19.50
30023 - Archeological Technician III		23.87
30030 - Cartographic Technician		24.17
30040 - Civil Engineering Technician		24.00
30051 - Cryogenic Technician I		26.34
30052 - Cryogenic Technician II		29.09
30061 - Drafter/CAD Operator I		17.39
30062 - Drafter/CAD Operator II		19.50
30063 - Drafter/CAD Operator III		21.75
30064 - Drafter/CAD Operator IV		26.34
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.04
30083 - Engineering Technician III		20.18
30084 - Engineering Technician IV		24.99
30085 - Engineering Technician V		30.57
30086 - Engineering Technician VI		36.98
30090 - Environmental Technician		25.67
30095 - Evidence Control Specialist		23.78
30210 - Laboratory Technician		24.14

30221 - Latent Fingerprint			22.62
Technician I			
30222 - Latent Fingerprint			24.98
Technician II			
30240 - Mathematical Technician			26.59
30361 - Paralegal/Legal Assistant I			17.92
30362 - Paralegal/Legal Assistant II			22.19
30363 - Paralegal/Legal Assistant			27.15
III			
30364 - Paralegal/Legal Assistant IV			32.84
30375 - Petroleum Supply Specialist			29.09
30390 - Photo-Optics Technician			24.17
30395 - Radiation Control Technician			29.09
30461 - Technical Writer I			23.30
30462 - Technical Writer II			28.50
30463 - Technical Writer III			34.49
30491 - Unexploded Ordnance (UXO)			25.76
Technician I			
30492 - Unexploded Ordnance (UXO)			31.17
Technician II			
30493 - Unexploded Ordnance (UXO)			37.36
Technician III			
30494 - Unexploded (UXO) Safety			25.76
Escort			
30495 - Unexploded (UXO) Sweep			25.76
Personnel			
30501 - Weather Forecaster I			26.34
30502 - Weather Forecaster II			32.05
30620 - Weather Observer Combined	(see	2)	21.75
Upper Air Or	(500	2)	21.10
Surface Programs			
30621 - Weather Observer Senior	(see	21	24.17
	(see	۷)	∠4.⊥/
31000 - Transportation/Mobile			
Equipment Operation Occupations			01 10
31010 - Airplane Pilot			31.17
31020 - Bus Aide			10.73
31030 - Bus Driver			17.17
31043 - Driver Courier			14.69
31260 - Parking and Lot Attendant			11.84
31290 - Shuttle Bus Driver			16.05
31310 - Taxi Driver			12.92
31361 - Truckdriver Light			16.40
31362 - Truckdriver Medium			18.09
31363 - Truckdriver Heavy			20.77
31364 - Truckdriver Tractor-Trailer			20.77
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.20
99030 - Cashier			11.15
99050 - Desk Clerk			
JAGA DEBY CTETY			10 96
99095 - Embalmer			10.96 25.76

99130 - Flight Follower	25.76
99251 - Laboratory Animal Caretaker	13.30
I	
99252 - Laboratory Animal Caretaker	14.84
II	
99260 - Marketing Analyst	26.40
99310 - Mortician	25.76
99410 - Pest Controller	22.01
99510 - Photofinishing Worker	13.54
99710 - Recycling Laborer	20.90
99711 - Recycling Specialist	27.03
99730 - Refuse Collector	17.84
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	13.66
99830 - Survey Party Chief	23.72
99831 - Surveying Aide	21.57
99832 - Surveying Technician	21.76
99840 - Vending Machine Attendant	13.02
99841 - Vending Machine Repairer	17.53
99842 - Vending Machine Repairer	13.02
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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.: 2015-5445
Daniel W. Simms Division of	Revision No.: 15
Director Wage Determination	ns  Date Of Last Revision: 12/27/2021

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

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

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

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

State: New Mexico

Area: New Mexico County of San Juan

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		27.69
01035 - Court Reporter		18.61
01041 - Customer Service		12.38
Representative I		
01042 - Customer Service		13.93
Representative II		

01043 - Customer Service Representative III		15.19
01051 - Data Entry Operator I		13.34
01052 - Data Entry Operator II		14.56
01060 - Dispatcher Motor Vehicle		22.78
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		12.39
01112 - General Clerk II		13.51
01113 - General Clerk III		15.17
01120 - Housing Referral Assistant		20.38
01141 - Messenger Courier		11.87
01191 - Order Clerk I		13.34
01192 - Order Clerk II		14.56
01261 - Personnel Assistant		16.35
(Employment) I		
01262 - Personnel Assistant		18.28
(Employment) II		
01263 - Personnel Assistant		20.38
(Employment) III		
01270 - Production Control Clerk		24.76
01290 - Rental Clerk		15.37
01300 - Scheduler Maintenance		16.35
01311 - Secretary I		16.35
01312 - Secretary II		18.28
01313 - Secretary III		20.38
01320 - Service Order Dispatcher		20.61
01410 - Supply Technician		27.69
01420 - Survey Worker		16.95
01460 - Switchboard		13.71
Operator/Receptionist		
01531 - Travel Clerk I		12.82
01532 - Travel Clerk II		13.73
01533 - Travel Clerk III		14.67
01611 - Word Processor I		14.56
01612 - Word Processor II		16.35
01613 - Word Processor III		18.28
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		20.26
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		17.23
05070 - Automotive Worker		17.23
05110 - Mobile Equipment Servicer		14.76
05130 - Motor Equipment Metal		19.71
Mechanic		
Mechanic 05160 - Motor Equipment Metal Worker		17.23
Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		17.23 19.71
Mechanic 05160 - Motor Equipment Metal Worker		17.23

05250 - Motor Vehicle Upholstery         15.99           Worker         17.23           05310 - Painter Automotive         18.49           05340 - Radiator Repair Specialist         17.23           05370 - Tire Repairer         13.02           05400 - Transmission Repair         19.71           Specialist         19.71           Specialist         12.72           07000 - Food Preparation And Service         0ccupations           07010 - Baker         12.72           07041 - Cook I         11.55           07042 - Cook II         13.48           07070 - Dishwasher         10.33           07210 - Meat Cutter         16.07           07260 - Waiter/Waitress         9.45           09000 - Furniture Maintenance And         Repair Occupations           09010 - Electrostatic Spray Painter         21.45           09000 - Furniture Refinisher Helper         18.49           09110 - Furniture Refinisher Melper         12.64           11000 - General Services And Support         0           0ccupations         10.71           11060 - Elevator Operator         12.64           11090 - Gardener         10.71           11060 - Elevator Operator         12.64           11122 - Housek		
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09000 - Furniture Maintenance And Repair Occupations         21.45           09010 - Electrostatic Spray Painter         21.45           09040 - Furniture Handler         15.20           09080 - Furniture Refinisher         21.45           09090 - Furniture Refinisher Helper         18.48           09110 - Furniture Repairer Minor         21.85           09130 - Upholsterer         21.45           11000 - General Services And Support         20           Occupations         10.71           11060 - Elevator Operator         12.64           11090 - Gardener         16.67           11122 - Housekeeping Aide         12.64           11150 - Janitor         12.64           11210 - Laborer Grounds Maintenance         12.33           11240 - Maid or Houseman         10.01           11260 - Pruner         11.77           11270 - Tractor Operator         15.25           11330 - Trail Maintenance Worker         12.33           12010 - Health Occupations         23.08           12011 - Breath Alcohol Technician         23.08           12012 - Certified Occupational         31.66           Therapist Assistant         12.020           12020 - Dental Assistant         18.20           12030 - EKG Technician		
Repair Occupations         21.45           09010 - Electrostatic Spray Painter         21.45           09040 - Furniture Handler         15.20           09080 - Furniture Refinisher         21.45           09090 - Furniture Refinisher Helper         18.48           09110 - Furniture Repairer Minor         21.85           09130 - Upholsterer         21.45           11000 - General Services And Support         0           Occupations         10.71           11060 - Elevator Operator         12.64           11090 - Gardener         16.67           11122 - Housekeeping Aide         12.64           11210 - Laborer Grounds Maintenance         12.33           11240 - Maid or Houseman         10.01           11260 - Pruner         11.77           11270 - Tractor Operator         15.25           11330 - Trail Maintenance Worker         12.33           12000 - Health Occupations         12.33           12010 - Ambulance Driver         17.53           12011 - Breath Alcohol Technician         23.08           12012 - Certified Occupational         31.66           Therapist Assistant         12.020           12015 - Certified Physical Therapist         24.06           Assistant         18.20 </th <th></th> <th>9.45</th>		9.45
09010 - Electrostatic Spray Painter         21.45           09040 - Furniture Handler         15.20           09080 - Furniture Refinisher         21.45           09090 - Furniture Refinisher Helper         18.48           09110 - Furniture Repairer Minor         21.88           09130 - Upholsterer         21.45           11000 - General Services And Support         21.45           Occupations         10.71           11060 - Elevator Operator         12.64           11090 - Gardener         16.67           11122 - Housekeeping Aide         12.64           11150 - Janitor         12.64           11210 - Laborer Grounds Maintenance         12.33           11240 - Maid or Houseman         10.01           11260 - Pruner         11.77           11270 - Tractor Operator         15.25           11330 - Trail Maintenance Worker         12.33           11360 - Window Cleaner         13.24           12000 - Health Occupations         12.013           12010 - Ambulance Driver         17.53           12011 - Breath Alcohol Technician         23.08           12012 - Certified Occupational         31.66           Therapist Assistant         12.020           12015 - Certified Physical Therapist         24		
09040 - Furniture Handler       15.20         09080 - Furniture Refinisher       21.45         09090 - Furniture Refinisher Helper       18.48         09110 - Furniture Repairer Minor       21.88         09130 - Upholsterer       21.45         11000 - General Services And Support       21.45         Occupations       11.030 - Cleaner Vehicles       10.71         11060 - Elevator Operator       12.64         11190 - Gardener       16.67         11122 - Housekeeping Aide       12.64         11110 - Laborer Grounds Maintenance       12.33         11240 - Maid or Houseman       10.01         11260 - Pruner       11.77         11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         12000 - Health Occupations       12.08         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       12.020         12025 - Dental Assistant       18.20         12030 - EKG Technician       34.97         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97		
09080 - Furniture Refinisher       21.45         09090 - Furniture Refinisher Helper       18.48         09110 - Furniture Repairer Minor       21.88         09130 - Upholsterer       21.45         11000 - General Services And Support       20         Occupations       10.71         11060 - Elevator Operator       12.64         11090 - Gardener       16.67         11122 - Housekeeping Aide       12.64         11210 - Laborer Grounds Maintenance       12.33         11240 - Maid or Houseman       10.01         11260 - Pruner       11.77         11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         11260 - Window Cleaner       13.24         12000 - Health Occupations       12.02         12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       12.020         12025 - Dental Assistant       18.20         12030 - EKG Technician       34.97         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97		
09090 - Furniture Refinisher Helper       18.48         09110 - Furniture Repairer Minor       21.88         09130 - Upholsterer       21.45         11000 - General Services And Support       Occupations         00ccupations       10.71         11060 - Elevator Operator       12.64         11090 - Gardener       16.67         11122 - Housekeeping Aide       12.64         11150 - Janitor       12.64         11210 - Laborer Grounds Maintenance       12.33         11240 - Maid or Houseman       10.01         11260 - Pruner       11.77         11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         11260 - Window Cleaner       13.24         12000 - Health Occupations       12.01         12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       18.20         12020 - Dental Assistant       18.20         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97	09040 - Furniture Handler	
09110 - Furniture Repairer Minor       21.88         09130 - Upholsterer       21.45         11000 - General Services And Support       20         Occupations       10.71         11060 - Elevator Operator       12.64         11090 - Gardener       16.67         11122 - Housekeeping Aide       12.64         11150 - Janitor       12.64         11210 - Laborer Grounds Maintenance       12.33         11240 - Maid or Houseman       10.01         11260 - Pruner       11.77         11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         11360 - Window Cleaner       13.24         12000 - Health Occupations       11.77         12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       12.020         12020 - Dental Assistant       18.20         12020 - Dental Assistant       18.20         12025 - Dental Hygienist       40.93         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97	09080 - Furniture Refinisher	21.45
09130 - Upholsterer         21.45           11000 - General Services And Support         20           Occupations         10.71           11030 - Cleaner Vehicles         10.71           11060 - Elevator Operator         12.64           11090 - Gardener         16.67           11122 - Housekeeping Aide         12.64           11150 - Janitor         12.64           11210 - Laborer Grounds Maintenance         12.33           11240 - Maid or Houseman         10.01           11260 - Pruner         11.77           11270 - Tractor Operator         15.25           11330 - Trail Maintenance Worker         12.33           11360 - Window Cleaner         12.33           12010 - Health Occupations         12.01           12010 - Ambulance Driver         17.53           12011 - Breath Alcohol Technician         23.08           12012 - Certified Occupational         31.66           Therapist Assistant         12.015           12015 - Certified Physical Therapist         24.06           Assistant         18.20           12020 - Dental Assistant         18.20           12025 - Dental Hygienist         40.93           12030 - EKG Technician         34.97           12035 - Electron	09090 - Furniture Refinisher Helper	18.48
11000 - General Services And Support         Occupations         11030 - Cleaner Vehicles       10.71         11060 - Elevator Operator       12.64         11090 - Gardener       16.67         11122 - Housekeeping Aide       12.64         11150 - Janitor       12.64         11100 - Laborer Grounds Maintenance       12.33         11240 - Maid or Houseman       10.01         11260 - Pruner       11.77         11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         11360 - Window Cleaner       13.24         12010 - Health Occupations       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       12.016         12015 - Certified Physical Therapist       24.06         Assistant       18.20         12020 - Dental Assistant       18.20         12020 - Dental Assistant       18.20         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97	09110 - Furniture Repairer Minor	21.88
Occupations         10.71           11030 - Cleaner Vehicles         10.71           11060 - Elevator Operator         12.64           11090 - Gardener         16.67           11122 - Housekeeping Aide         12.64           11150 - Janitor         12.64           11210 - Laborer Grounds Maintenance         12.33           11240 - Maid or Houseman         10.01           11260 - Pruner         11.77           11270 - Tractor Operator         15.25           11330 - Trail Maintenance Worker         12.33           11360 - Window Cleaner         13.24           12000 - Health Occupations         17.53           12011 - Breath Alcohol Technician         23.08           12012 - Certified Occupational         31.66           Therapist Assistant         18.20           12020 - Dental Assistant         18.20           12025 - Dental Hygienist         40.93           12030 - EKG Technician         34.97           12035 - Electroneurodiagnostic         34.97	09130 - Upholsterer	21.45
11030 - Cleaner Vehicles       10.71         11060 - Elevator Operator       12.64         11090 - Gardener       16.67         11122 - Housekeeping Aide       12.64         11150 - Janitor       12.64         11120 - Laborer Grounds Maintenance       12.33         11240 - Maid or Houseman       10.01         11260 - Pruner       11.77         11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         11360 - Window Cleaner       13.24         12000 - Health Occupations       17.53         12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       18.20         12020 - Dental Assistant       18.20         12020 - Dental Assistant       18.20         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97	11000 - General Services And Support	
11060 - Elevator Operator       12.64         11090 - Gardener       16.67         11122 - Housekeeping Aide       12.64         11150 - Janitor       12.64         11210 - Laborer Grounds Maintenance       12.33         11240 - Maid or Houseman       10.01         11260 - Pruner       11.77         11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         1160 - Window Cleaner       13.24         12000 - Health Occupations       17.53         12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       18.20         12020 - Dental Assistant       18.20         12020 - Dental Assistant       18.20         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97	Occupations	
11090 - Gardener       16.67         11122 - Housekeeping Aide       12.64         11150 - Janitor       12.64         11210 - Laborer Grounds Maintenance       12.33         11240 - Maid or Houseman       10.01         11260 - Pruner       11.77         11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         1160 - Window Cleaner       13.24         12000 - Health Occupations       13.24         12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       18.20         12020 - Dental Assistant       18.20         12020 - Dental Assistant       18.20         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97		
11122 - Housekeeping Aide       12.64         11150 - Janitor       12.64         11210 - Laborer Grounds Maintenance       12.33         11240 - Maid or Houseman       10.01         11260 - Pruner       11.77         11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         11360 - Window Cleaner       13.24         12000 - Health Occupations       17.53         12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       24.06         Assistant       18.20         12020 - Dental Assistant       18.20         12030 - EKG Technician       34.97         12030 - EKG Technician       34.97		
11150 - Janitor       12.64         11210 - Laborer Grounds Maintenance       12.33         11240 - Maid or Houseman       10.01         11260 - Pruner       11.77         11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         11360 - Window Cleaner       13.24         12000 - Health Occupations       17.53         12010 - Ambulance Driver       17.53         12012 - Certified Occupational       31.66         Therapist Assistant       24.06         Assistant       12.020 - Dental Assistant       18.20         12025 - Dental Hygienist       40.93         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97		
11210 - Laborer Grounds Maintenance       12.33         11240 - Maid or Houseman       10.01         11260 - Pruner       11.77         11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         11360 - Window Cleaner       13.24         12000 - Health Occupations       17.53         12010 - Ambulance Driver       17.53         12012 - Certified Occupational       31.66         Therapist Assistant       24.06         Assistant       24.06         12020 - Dental Assistant       18.20         12020 - Dental Assistant       18.20         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97		
11240 - Maid or Houseman       10.01         11260 - Pruner       11.77         11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         11360 - Window Cleaner       13.24         12000 - Health Occupations       17.53         12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       24.06         Assistant       24.06         12020 - Dental Assistant       18.20         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97		
11260 - Pruner       11.77         11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         11360 - Window Cleaner       13.24         12000 - Health Occupations       13.24         12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       24.06         Assistant       24.06         12020 - Dental Assistant       18.20         12025 - Dental Hygienist       40.93         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97		12.33
11270 - Tractor Operator       15.25         11330 - Trail Maintenance Worker       12.33         11360 - Window Cleaner       13.24         12000 - Health Occupations       17.53         12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       24.06         Assistant       24.06         12020 - Dental Assistant       18.20         12025 - Dental Hygienist       40.93         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97		
11330 - Trail Maintenance Worker       12.33         11360 - Window Cleaner       13.24         12000 - Health Occupations       13.24         12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       24.06         Assistant       24.06         12020 - Dental Assistant       18.20         12025 - Dental Hygienist       40.93         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97		
11360 - Window Cleaner       13.24         12000 - Health Occupations       17.53         12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       24.06         Assistant       12020 - Dental Assistant       18.20         12025 - Dental Hygienist       40.93         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97	-	
12000 - Health Occupations       17.53         12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       24.06         Assistant       18.20         12020 - Dental Assistant       18.20         12025 - Dental Hygienist       40.93         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97		
12010 - Ambulance Driver       17.53         12011 - Breath Alcohol Technician       23.08         12012 - Certified Occupational       31.66         Therapist Assistant       24.06         Assistant       18.20         12020 - Dental Assistant       18.20         12025 - Dental Hygienist       40.93         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97		13.24
12011 - Breath Alcohol Technician23.0812012 - Certified Occupational31.66Therapist Assistant24.0612015 - Certified Physical Therapist24.06Assistant18.2012020 - Dental Assistant18.2012025 - Dental Hygienist40.9312030 - EKG Technician34.9712035 - Electroneurodiagnostic34.97	=	
12012 - Certified Occupational31.66Therapist Assistant24.0612015 - Certified Physical Therapist24.06Assistant18.2012020 - Dental Assistant18.2012025 - Dental Hygienist40.9312030 - EKG Technician34.9712035 - Electroneurodiagnostic34.97		
Therapist Assistant 12015 - Certified Physical Therapist 24.06 Assistant 12020 - Dental Assistant 18.20 12025 - Dental Hygienist 40.93 12030 - EKG Technician 34.97 12035 - Electroneurodiagnostic 34.97		
12015 - Certified Physical Therapist       24.06         Assistant       12020 - Dental Assistant       18.20         12025 - Dental Hygienist       40.93         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97	-	31.66
Assistant       18.20         12020 - Dental Assistant       18.20         12025 - Dental Hygienist       40.93         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97	-	
12020 - Dental Assistant       18.20         12025 - Dental Hygienist       40.93         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97		24.06
12025 - Dental Hygienist       40.93         12030 - EKG Technician       34.97         12035 - Electroneurodiagnostic       34.97		
12030 - EKG Technician         34.97           12035 - Electroneurodiagnostic         34.97		
<b>12035 - Electroneurodiagnostic</b> 34.97		
-		
Technologist	-	34.97
-	Technologist	

12040 - Emergency Medical Technician	17.53
12071 - Licensed Practical Nurse I	20.63
12072 - Licensed Practical Nurse II	23.08
12073 - Licensed Practical Nurse III	25.72
12100 - Medical Assistant	15.29
12130 - Medical Laboratory	20.63
Technician	
12160 - Medical Record Clerk	17.02
12190 - Medical Record Technician	19.03
12195 - Medical Transcriptionist	20.63
12210 - Nuclear Medicine	50.70
Technologist	10.00
12221 - Nursing Assistant I	12.20
12222 - Nursing Assistant II	13.71
12223 - Nursing Assistant III	14.96
12224 - Nursing Assistant IV	16.80
12235 - Optical Dispenser	19.02
12236 - Optical Technician	20.63
12250 - Pharmacy Technician	19.00
12280 - Phlebotomist	18.53
12305 - Radiologic Technologist	33.33
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06
12313 - Registered Nurse II	31.06
Specialist	
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III	37.58
Anesthetist	
12316 - Registered Nurse IV	45.04
12317 - Scheduler (Drug and Alcohol	28.59
Testing)	
12320 - Substance Abuse Treatment	25.13
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	23.25
13012 - Exhibits Specialist II	28.79
13013 - Exhibits Specialist III	35.22
13041 - Illustrator I	23.25
13042 - Illustrator II	28.79
13043 - Illustrator III	33.72
13047 - Librarian	31.89
13050 - Library Aide/Clerk	10.02
13054 - Library Information	28.79
Technology Systems	
Administrator	
13058 - Library Technician	15.19
13061 - Media Specialist I	20.77
13062 - Media Specialist II	23.25
13063 - Media Specialist III	25.91

13071 - Photographer I		20.77
13072 - Photographer II		23.25
13073 - Photographer III		28.79
13074 - Photographer IV		35.22
13075 - Photographer V		42.62
13090 - Technical Order Library		17.31
Clerk		
13110 - Video Teleconference		20.77
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.39
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
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		
14150 - Peripheral Equipment	(500 1)	16.48
Operator		10.10
14160 - Personal Computer Support		23.67
Technician		23.07
14170 - System Support Specialist		28.47
15000 - Instructional Occupations		20.47
15010 - Aircrew Training Devices		28.62
Instructor (Non-Rated)		20.02
		24 (2)
15020 - Aircrew Training Devices		34.62
Instructor (Rated)		41 40
15030 - Air Crew Training Devices		41.49
Instructor (Pilot)		
15050 - Computer Based Training		28.62
Specialist / Instructor		
15060 - Educational Technologist		35.11
15070 - Flight Instructor (Pilot)		41.49
15080 - Graphic Artist		31.12
15085 - Maintenance Test Pilot Fixed		41.49
Jet/Prop		
15086 - Maintenance Test Pilot		41.49
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.49
Pilot		
15090 - Technical Instructor		24.77
15095 - Technical Instructor/Course		31.12
Developer		
15110 - Test Proctor		19.98

	10.00
15120 - Tutor	19.98
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 (1
16010 - Assembler	11.61
16030 - Counter Attendant	11.61
16040 - Dry Cleaner	13.28
16070 - Finisher Flatwork Machine	11.61
16090 - Presser Hand	11.61
16110 - Presser Machine Drycleaning	11.61
16130 - Presser Machine Shirts	11.61
16160 - Presser Machine Wearing	11.61
Apparel Laundry	10.00
16190 - Sewing Machine Operator	13.83
16220 - Tailor	14.39
16250 - Washer Machine	12.17
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.83
Room)	
19040 - Tool And Die Maker	32.42
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	14.21
21030 - Material Coordinator	24.76
21040 - Material Expediter	24.76
21050 - Material Handling Laborer	13.42
21071 - Order Filler	12.60
21080 - Production Line Worker (Food	14.21
Processing)	
21110 - Shipping Packer	16.43
21130 - Shipping/Receiving Clerk	16.43
21140 - Store Worker I	15.32
21150 - Stock Clerk	18.42
21210 - Tools And Parts Attendant	14.21
21410 - Warehouse Specialist	14.21
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.86
23019 - Aircraft Logs and Records	22.33
Technician	
23021 - Aircraft Mechanic I	27.53
23022 - Aircraft Mechanic II	28.86
23023 - Aircraft Mechanic III	30.62
23040 - Aircraft Mechanic Helper	18.87
23050 - Aircraft Painter	25.83
23060 - Aircraft Servicer	22.33
23070 - Aircraft Survival Flight	25.83
Equipment Technician	
23080 - Aircraft Worker	24.07

22001 - Dimensu Life Support	24.07
23091 - Aircrew Life Support	24.07
Equipment (ALSE) Mechanic T	
23092 - Aircrew Life Support	27.53
	27.55
Equipment (ALSE) Mechanic	
II O2110 Durchier en Machania	01 50
23110 - Appliance Mechanic	21.53
23120 - Bicycle Repairer	19.37
23125 - Cable Splicer	27.53
23130 - Carpenter Maintenance	22.35
23140 - Carpet Layer	24.07
23160 - Electrician Maintenance	30.65
23181 - Electronics Technician	27.72
Maintenance I	
23182 - Electronics Technician	29.75
Maintenance II	
23183 - Electronics Technician	31.71
Maintenance III	
23260 - Fabric Worker	22.33
23290 - Fire Alarm System Mechanic	27.53
23310 - Fire Extinguisher Repairer	20.61
23311 - Fuel Distribution System	27.02
Mechanic	
23312 - Fuel Distribution System	20.23
Operator	
23370 - General Maintenance Worker	18.01
23380 - Ground Support Equipment	27.53
Mechanic	
23381 - Ground Support Equipment	22.33
Servicer	
23382 - Ground Support Equipment	24.07
Worker	
23391 - Gunsmith I	20.61
23392 - Gunsmith II	24.07
23393 - Gunsmith III	27.53
23410 - Heating Ventilation And Air-	20.47
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.46
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.52
23440 - Heavy Equipment Operator	25.27
23460 - Instrument Mechanic	28.18
23465 - Laboratory/Shelter Mechanic	25.83
23470 - Laborer	13.42
23510 - Locksmith	25.83
23530 - Machinery Maintenance	29.64
Mechanic	
23550 - Machinist Maintenance	28.24

23580 - Maintenance Trades Helper	17.47
23591 - Metrology Technician I	28.18
23592 - Metrology Technician II	29.56
23593 - Metrology Technician III	31.35
23640 - Millwright	27.53
23710 - Office Appliance Repairer	25.83
23760 - Painter Maintenance	20.20
23790 - Pipefitter Maintenance	22.03
23810 - Plumber Maintenance	20.60
23820 - Pneudraulic Systems Mechanic	27.53
23850 - Rigger	27.53
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker	25.58
Maintenance	
23910 - Small Engine Mechanic	24.07
23931 - Telecommunications Mechanic	31.00
I	
23932 - Telecommunications Mechanic	32.52
II	
23950 - Telephone Lineman	27.53
23960 - Welder Combination	29.62
Maintenance	
23965 - Well Driller	27.53
23970 - Woodcraft Worker	27.53
23980 - Woodworker	20.61
24000 - Personal Needs Occupations	
24550 - Case Manager	17.78
24570 - Child Care Attendant	10.60
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	10.42
24620 - Family Readiness And Support	17.78
Services	
Coordinator	
24630 - Homemaker	17.78
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.53
25040 - Sewage Plant Operator	22.17
25070 - Stationary Engineer	27.53
25190 - Ventilation Equipment Tender	18.87
25210 - Water Treatment Plant	21.03
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.22
27007 - Baggage Inspector	15.40
27008 - Corrections Officer	17.02
27010 - Court Security Officer	17.02
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	17.02
27070 - Firefighter	17.02

27101 - Guard I		15.40
27102 - Guard II		17.22
27131 - Police Officer I		24.54
27132 - Police Officer II		27.26
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.15
28042 - Carnival Equipment Repairer		15.46
28043 - Carnival Worker		10.14
28210 - Gate Attendant/Gate Tender		13.59
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.21
28510 - Recreation Aide/Health		11.10
Facility Attendant		
28515 - Recreation Specialist		18.06
28630 - Sports Official		12.11
28690 - Swimming Pool Operator		25.22
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		24.64
29020 - Hatch Tender		24.64
29030 - Line Handler		24.64
29041 - Stevedore I		22.87
29042 - Stevedore II		26.44
30000 - Technical Occupations		
30010 - Air Traffic Control	see 2)	40.29
Specialist Center (HFO)		
30011 - Air Traffic Control (A	see 2)	27.78
Specialist Station (HFO)		
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		17.39
30022 - Archeological Technician II		19.50
30023 - Archeological Technician III		23.87
30030 - Cartographic Technician		24.17
30040 - Civil Engineering Technician		24.42
30051 - Cryogenic Technician I		24.49
30052 - Cryogenic Technician II		27.05
30061 - Drafter/CAD Operator I		17.39
30062 - Drafter/CAD Operator II		19.50
30063 - Drafter/CAD Operator III		21.75
30064 - Drafter/CAD Operator IV		25.91
30081 - Engineering Technician I		15.18
30082 - Engineering Technician II		17.03
30083 - Engineering Technician III		19.05
30084 - Engineering Technician IV		
30085 - Engineering Technician V		23.61
		28.88
30086 - Engineering Technician VI		28.88 34.94
30086 - Engineering Technician VI 30090 - Environmental Technician		28.88 34.94 22.11
30086 - Engineering Technician VI		28.88 34.94

30221 - Latent Fingerprint		24.49
Technician I		
30222 - Latent Fingerprint		27.05
Technician II		
30240 - Mathematical Technician		24.17
30361 - Paralegal/Legal Assistant I		19.04
30362 - Paralegal/Legal Assistant II		23.58
30363 - Paralegal/Legal Assistant		28.86
III		
30364 - Paralegal/Legal Assistant IV		34.91
30375 - Petroleum Supply Specialist		27.05
30390 - Photo-Optics Technician		24.17
30395 - Radiation Control Technician		27.05
30461 - Technical Writer I		22.11
30462 - Technical Writer II		27.05
30463 - Technical Writer III		32.72
30491 - Unexploded Ordnance (UXO)		25.60
Technician I		
30492 - Unexploded Ordnance (UXO)		30.98
Technician II		
30493 - Unexploded Ordnance (UXO)		37.13
Technician III		
30494 - Unexploded (UXO) Safety		25.60
Escort		
30495 - Unexploded (UXO) Sweep		25.60
Personnel		
30501 - Weather Forecaster I		25.91
30502 - Weather Forecaster II		31.51
30620 - Weather Observer Combined (	see 2)	21.75
Upper Air Or	,	
Surface Programs		
_	see 2)	24.17
31000 - Transportation/Mobile		
Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.85
31030 - Bus Driver		20.41
31043 - Driver Courier		15.31
31260 - Parking and Lot Attendant		12.36
31290 - Shuttle Bus Driver		16.73
31310 - Taxi Driver		12.99
31361 - Truckdriver Light		16.73
31362 - Truckdriver Medium		18.13
31363 - Truckdriver Heavy		23.06
31364 - Truckdriver Tractor-Trailer		23.06
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.71
99050 - Desk Clerk		10.39
99095 - Embalmer		25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	19.71
I	
99252 - Laboratory Animal Caretaker	22.00
II	
99260 - Marketing Analyst	24.85
99310 - Mortician	25.60
99410 - Pest Controller	24.16
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.19
99711 - Recycling Specialist	20.41
99730 - Refuse Collector	16.09
99810 - Sales Clerk	11.99
99820 - School Crossing Guard	16.09
99830 - Survey Party Chief	26.16
99831 - Surveying Aide	23.81
99832 - Surveying Technician	24.01
99840 - Vending Machine Attendant	18.88
99841 - Vending Machine Repairer	23.51
99842 - Vending Machine Repairer	16.93
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

 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	C   WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5447
Daniel W. Simms Division of	Revision No.: 15
Director Wage Determination	ns  Date Of Last Revision: 12/27/2021

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

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

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

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

State: New Mexico

Area: New Mexico County of Dona Ana

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.95
01013 - Accounting Clerk III		17.84
01020 - Administrative Assistant		27.95
01035 - Court Reporter		17.44
01041 - Customer Service		12.01
Representative I		
01042 - Customer Service		13.11
Representative II		

01043 - Customer Service Representative III		14.72
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		16.28
01070 - Document Preparation Clerk		13.89
01090 - Duplicating Machine Operator		13.89
01111 - General Clerk I		11.62
01112 - General Clerk II		12.68
01113 - General Clerk III		14.24
01120 - Housing Referral Assistant		19.44
01141 - Messenger Courier		11.33
01191 - Order Clerk I		12.73
01192 - Order Clerk II		13.89
01261 - Personnel Assistant		15.68
(Employment) I		10.00
01262 - Personnel Assistant		17.53
(Employment) II		11.00
01263 - Personnel Assistant		19.59
		19.59
(Employment) III		20 22
01270 - Production Control Clerk		20.23
01290 - Rental Clerk		11.81
01300 - Scheduler Maintenance		15.60
01311 - Secretary I		15.60
01312 - Secretary II		17.44
01313 - Secretary III		19.44
01320 - Service Order Dispatcher		14.55
		~ - ~ -
01410 - Supply Technician		27.95
01420 - Survey Worker		16.36
01420 - Survey Worker 01460 - Switchboard		
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		16.36 12.65
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		16.36 12.65 12.30
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		16.36 12.65 12.30 13.31
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		16.36 12.65 12.30 13.31 14.26
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		16.36 12.65 12.30 13.31 14.26 13.89
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		16.36 12.65 12.30 13.31 14.26 13.89 15.60
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		16.36 12.65 12.30 13.31 14.26 13.89
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		16.36 12.65 12.30 13.31 14.26 13.89 15.60 17.44
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		16.36 12.65 12.30 13.31 14.26 13.89 15.60
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		16.36 12.65 12.30 13.31 14.26 13.89 15.60 17.44 19.86
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	16.36 12.65 12.30 13.31 14.26 13.89 15.60 17.44 19.86 18.30
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	16.36 12.65 12.30 13.31 14.26 13.89 15.60 17.44 19.86 18.30 16.98
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	16.36 12.65 12.30 13.31 14.26 13.89 15.60 17.44 19.86 18.30 16.98 16.98
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	16.36 12.65 12.30 13.31 14.26 13.89 15.60 17.44 19.86 18.30 16.98 16.98 14.23
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	16.36 12.65 12.30 13.31 14.26 13.89 15.60 17.44 19.86 18.30 16.98 16.98
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	16.36 12.65 12.30 13.31 14.26 13.89 15.60 17.44 19.86 18.30 16.98 16.98 14.23 19.73
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	16.36 12.65 12.30 13.31 14.26 13.89 15.60 17.44 19.86 18.30 16.98 16.98 14.23
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	16.36 12.65 12.30 13.31 14.26 13.89 15.60 17.44 19.86 18.30 16.98 16.98 14.23 19.73
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	16.36 12.65 12.30 13.31 14.26 13.89 15.60 17.44 19.86 18.30 16.98 16.98 14.23 19.73

05250 - Motor Vehicle Upholstery Worker	15.60
	1 6 0 0
05280 - Motor Vehicle Wrecker	16.98
05310 - Painter Automotive	18.30
05340 - Radiator Repair Specialist	16.98
05370 - Tire Repairer	12.46
05400 - Transmission Repair	19.73
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	10.97
07041 - Cook I	10.51
07042 - Cook II	12.54
07070 - Dishwasher	10.44
07130 - Food Service Worker	10.60
07210 - Meat Cutter	14.53
07260 - Waiter/Waitress	9.49
09000 - Furniture Maintenance And	9.49
Repair Occupations	10 05
09010 - Electrostatic Spray Painter	18.25
09040 - Furniture Handler	10.02
09080 - Furniture Refinisher	18.25
09090 - Furniture Refinisher Helper	12.78
09110 - Furniture Repairer Minor	15.55
09130 - Upholsterer	18.25
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.18
11060 - Elevator Operator	11.10
11090 - Gardener	16.97
11122 - Housekeeping Aide	11.10
11150 - Janitor	11.10
11210 - Laborer Grounds Maintenance	11.93
11240 - Maid or Houseman	10.00
11260 - Pruner	10.65
11270 - Tractor Operator	15.27
11330 - Trail Maintenance Worker	11.93
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	22.69
12012 - Certified Occupational	31.13
Therapist Assistant	01.10
12015 - Certified Physical Therapist	27.72
Assistant	<i>L</i>   •   <i>L</i>
12020 - Dental Assistant	17.02
12025 - Dental Hygienist	36.76
12025 - Dental Hygienist 12030 - EKG Technician	
	34.38
12035 - Electroneurodiagnostic	34.38
Technologist	

	10.00
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	20.29
12072 - Licensed Practical Nurse II	22.69
12073 - Licensed Practical Nurse III	25.29
12100 - Medical Assistant	13.57
12130 - Medical Laboratory	21.53
Technician	
12160 - Medical Record Clerk	14.65
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	20.29
12210 - Nuclear Medicine	49.86
Technologist	
12221 - Nursing Assistant I	11.95
12222 - Nursing Assistant II	13.43
12223 - Nursing Assistant III	14.66
12224 - Nursing Assistant IV	16.46
12235 - Optical Dispenser	15.38
12236 - Optical Technician	16.48
12250 - Pharmacy Technician	17.34
12280 - Phlebotomist	15.55
12305 - Radiologic Technologist	27.43
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	29.15
12313 - Registered Nurse II	29.15
Specialist	
12314 - Registered Nurse III	35.28
12315 - Registered Nurse III	35.28
Anesthetist	
12316 - Registered Nurse IV	42.28
12317 - Scheduler (Drug and Alcohol	28.11
Testing)	
12320 - Substance Abuse Treatment	23.30
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	23.18
13012 - Exhibits Specialist II	27.93
13013 - Exhibits Specialist III	32.70
13041 - Illustrator I	23.18
13042 - Illustrator II	27.93
13043 - Illustrator III	32.70
13047 - Librarian	29.60
13050 - Library Aide/Clerk	16.83
13054 - Library Information	26.72
Technology Systems	
Administrator	
13058 - Library Technician	19.04
13061 - Media Specialist I	19.15
13062 - Media Specialist II	21.57
13063 - Media Specialist III	24.06

13071 - Photographer I		18.66
13072 - Photographer II		20.88
13073 - Photographer III		25.85
13074 - Photographer IV		31.63
13075 - Photographer V		38.26
13090 - Technical Order Library		21.14
Clerk		
13110 - Video Teleconference		18.66
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.04
14042 - Computer Operator II		17.01
14043 - Computer Operator III		18.98
14044 - Computer Operator IV		21.09
14045 - Computer Operator V		23.34
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
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		
14150 - Peripheral Equipment	. ,	15.04
Operator		
14160 - Personal Computer Support		22.41
Technician		
14170 - System Support Specialist		28.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.61
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.83
Instructor (Rated)		
15030 - Air Crew Training Devices		42.94
Instructor (Pilot)		
15050 - Computer Based Training		29.61
Specialist / Instructor		
15060 - Educational Technologist		42.23
15070 - Flight Instructor (Pilot)		42.94
15080 - Graphic Artist		21.47
15085 - Maintenance Test Pilot Fixed		42.94
Jet/Prop		
15086 - Maintenance Test Pilot		42.94
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.94
Pilot		
15090 - Technical Instructor		21.16
15095 - Technical Instructor/Course		25.89
Developer		20.09
15110 - Test Proctor		17.08
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15120 - Tutor	17.08
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 60
16010 - Assembler	11.69
16030 - Counter Attendant	11.69
16040 - Dry Cleaner	13.36
16070 - Finisher Flatwork Machine	11.69
16090 - Presser Hand	11.69
16110 - Presser Machine Drycleaning	11.69
16130 - Presser Machine Shirts	11.69
16160 - Presser Machine Wearing	11.69
Apparel Laundry	
16190 - Sewing Machine Operator	13.92
16220 - Tailor	14.48
16250 - Washer Machine	12.25
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	19.01
Room)	
19040 - Tool And Die Maker	24.57
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	11.92
21030 - Material Coordinator	20.23
21040 - Material Expediter	20.23
21050 - Material Handling Laborer	12.01
21071 - Order Filler	12.67
21080 - Production Line Worker (Food	11.92
Processing)	
21110 - Shipping Packer	14.64
21130 - Shipping/Receiving Clerk	14.64
21140 - Store Worker I	11.01
21150 - Stock Clerk	14.83
21210 - Tools And Parts Attendant	11.92
21410 - Warehouse Specialist	11.92
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.14
23019 - Aircraft Logs and Records	19.25
Technician	
23021 - Aircraft Mechanic I	23.82
23022 - Aircraft Mechanic II	26.14
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	16.39
23050 - Aircraft Painter	19.26
23060 - Aircraft Servicer	19.25
23070 - Aircraft Survival Flight	19.26
Equipment Technician	
23080 - Aircraft Worker	20.78

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23091 - Aircrew Life Support	20.78
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	23.82
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	19.01
23120 - Bicycle Repairer	14.77
23125 - Cable Splicer	29.12
23130 - Carpenter Maintenance	18.42
23140 - Carpet Layer	17.63
23160 - Electrician Maintenance	20.25
23181 - Electronics Technician	23.68
Maintenance I	
23182 - Electronics Technician	25.43
Maintenance II	
23183 - Electronics Technician	27.43
Maintenance III	
23260 - Fabric Worker	16.19
23290 - Fire Alarm System Mechanic	20.48
23310 - Fire Extinguisher Repairer	14.77
23311 - Fuel Distribution System	20.76
Mechanic	
23312 - Fuel Distribution System	15.20
Operator	
23370 - General Maintenance Worker	14.73
23380 - Ground Support Equipment	23.82
Mechanic	
23381 - Ground Support Equipment	19.25
Servicer	
23382 - Ground Support Equipment	20.78
Worker	
23391 - Gunsmith I	14.77
23392 - Gunsmith II	17.63
23393 - Gunsmith III	20.48
23410 - Heating Ventilation And Air-	21.31
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.80
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.31
23440 - Heavy Equipment Operator	21.77
23460 - Instrument Mechanic	20.48
23465 - Laboratory/Shelter Mechanic	19.01
23470 - Laborer	12.01
23510 - Locksmith	19.01
23530 - Machinery Maintenance	24.44
Mechanic	
23550 - Machinist Maintenance	17.80
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23580 - Maintenance Trades Helper	13.45
23591 - Metrology Technician I	20.48
23592 - Metrology Technician II	21.92
23593 - Metrology Technician III	23.33
23640 - Millwright	20.48
23710 - Office Appliance Repairer	19.26
23760 - Painter Maintenance	14.67
23790 - Pipefitter Maintenance	21.88
23810 - Plumber Maintenance	20.30
23820 - Pneudraulic Systems Mechanic	20.48
23850 - Rigger	20.48
23870 - Scale Mechanic	17.63
23890 - Sheet-Metal Worker	17.90
Maintenance	
23910 - Small Engine Mechanic	17.63
23931 - Telecommunications Mechanic	32.22
I	
23932 - Telecommunications Mechanic	34.48
II	
23950 - Telephone Lineman	20.76
23960 - Welder Combination	19.58
Maintenance	
23965 - Well Driller	21.46
23970 - Woodcraft Worker	20.48
23980 - Woodworker	14.77
24000 - Personal Needs Occupations	
24550 - Case Manager	17.38
24570 - Child Care Attendant	9.99
24580 - Child Care Center Clerk	12.45
24610 - Chore Aide	9.95
	17.38
24620 - Family Readiness And Support	17.50
Services	17.50
Services Coordinator	
Services Coordinator 24630 - Homemaker	17.38
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations	
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations	17.38
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender	17.38 20.76
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	17.38 20.76 18.55
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	17.38 20.76 18.55 20.48
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	17.38 20.76 18.55 20.48 13.47
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	17.38 20.76 18.55 20.48
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	17.38 20.76 18.55 20.48 13.47
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	17.38 20.76 18.55 20.48 13.47 18.55
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	17.38 20.76 18.55 20.48 13.47 18.55 16.71
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	17.38 20.76 18.55 20.48 13.47 18.55 16.71 12.56
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	17.38 20.76 18.55 20.48 13.47 18.55 16.71 12.56 19.26
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	17.38 20.76 18.55 20.48 13.47 18.55 16.71 12.56 19.26 19.26
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	17.38 20.76 18.55 20.48 13.47 18.55 16.71 12.56 19.26 19.26 19.26 19.26
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	17.38 20.76 18.55 20.48 13.47 18.55 16.71 12.56 19.26 19.26

27101 - Guard I			12.56
27102 - Guard II			16.71
27131 - Police Officer I			22.70
27132 - Police Officer II			25.23
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.04
28042 - Carnival Equipment Repairer			14.49
28043 - Carnival Worker			9.09
28210 - Gate Attendant/Gate Tender			15.17
28310 - Lifeguard			13.52
28350 - Park Attendant (Aide)			16.98
28510 - Recreation Aide/Health			12.39
Facility Attendant			
28515 - Recreation Specialist			21.03
28630 - Sports Official			13.52
28690 - Swimming Pool Operator			22.01
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			17.87
29020 - Hatch Tender			17.87
29030 - Line Handler			17.87
29041 - Stevedore I			16.41
29042 - Stevedore II			19.26
30000 - Technical Occupations			10,120
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(000	2,	10.25
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(000	- /	2,.,0
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.00
30021 - Archeological Technician I			18.13
30022 - Archeological Technician II			20.27
30023 - Archeological Technician III			25.11
30030 - Cartographic Technician			25.12
30040 - Civil Engineering Technician			21.91
30051 - Cryogenic Technician I			25.28
30052 - Cryogenic Technician II			27.92
30061 - Drafter/CAD Operator I			16.47
30062 - Drafter/CAD Operator II			18.43
30063 - Drafter/CAD Operator III			20.55
30064 - Drafter/CAD Operator IV			26.25
30081 - Engineering Technician I			15.71
30082 - Engineering Technician II			17.63
30082 - Engineering Technician III			20.27
30083 - Engineering Technician IV			24.96
30084 - Engineering Technician V			24.96
30086 - Engineering Technician VI			36.17
30086 - Engineering Technician VI 30090 - Environmental Technician			22.83
30095 - Evidence Control Specialist 30210 - Laboratory Technician			22.83 20.55

30221 - Latent Fingerprint	25.28
Technician I	
30222 - Latent Fingerprint	27.92
Technician II	
30240 - Mathematical Technician	24.90
30361 - Paralegal/Legal Assistant I	19.13
30362 - Paralegal/Legal Assistant II	23.69
30363 - Paralegal/Legal Assistant	28.98
III	
30364 - Paralegal/Legal Assistant IV	35.06
30375 - Petroleum Supply Specialist	27.92
30390 - Photo-Optics Technician	22.90
30395 - Radiation Control Technician	27.92
30461 - Technical Writer I	26.05
30462 - Technical Writer II	31.87
30463 - Technical Writer III	38.56
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	20.00
30501 - Weather Forecaster I	25.28
30502 - Weather Forecaster II	30.76
<b>30620 - Weather Observer Combined</b> (see 2)	
Upper Air Or	20.00
Surface Programs	
<b>30621 - Weather Observer Senior</b> (see 2)	22.83
JUDZI MEACHEL ODSELVEL SENITOL (SEE 2)	22.05
31000 - Transportation/Mobile	
31000 - Transportation/Mobile	
Equipment Operation Occupations	30 98
Equipment Operation Occupations 31010 - Airplane Pilot	30.98
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	11.27
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	11.27 17.59
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	11.27 17.59 14.43
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	11.27 17.59 14.43 11.49
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	11.27 17.59 14.43 11.49 14.81
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	11.27 17.59 14.43 11.49 14.81 12.02
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	11.27 17.59 14.43 11.49 14.81 12.02 16.04
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	11.27 17.59 14.43 11.49 14.81 12.02 16.04 17.59
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	11.27 17.59 14.43 11.49 14.81 12.02 16.04 17.59 17.82
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	11.27 17.59 14.43 11.49 14.81 12.02 16.04 17.59
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	11.27 17.59 14.43 11.49 14.81 12.02 16.04 17.59 17.82 17.82
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	11.27 17.59 14.43 11.49 14.81 12.02 16.04 17.59 17.82 17.82 15.10
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	11.27 17.59 14.43 11.49 14.81 12.02 16.04 17.59 17.82 17.82 17.82
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	11.27 17.59 14.43 11.49 14.81 12.02 16.04 17.59 17.82 17.82 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.38
I	
99252 - Laboratory Animal Caretaker	13.75
II	
99260 - Marketing Analyst	25.56
99310 - Mortician	25.60
99410 - Pest Controller	20.22
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.49
99711 - Recycling Specialist	21.04
99730 - Refuse Collector	14.23
99810 - Sales Clerk	11.67
99820 - School Crossing Guard	11.57
99830 - Survey Party Chief	29.88
99831 - Surveying Aide	20.69
99832 - Surveying Technician	24.43
99840 - Vending Machine Attendant	16.59
99841 - Vending Machine Repairer	22.01
99842 - Vending Machine Repairer	16.59
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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.: 2015-5449
Daniel W. Simms Division of	Revision No.: 15
Director Wage Determination	ns  Date Of Last Revision: 12/27/2021

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

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

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

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

State: New Mexico

Area: New Mexico County of Santa Fe

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.22
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.13
01020 - Administrative Assistant		30.02
01035 - Court Reporter		18.61
01041 - Customer Service		13.06
Representative I		
01042 - Customer Service		14.25
Representative II		

01043 - Customer Service Representative III		16.01
01051 - Data Entry Operator I		13.82
01052 - Data Entry Operator II		15.08
01060 - Dispatcher Motor Vehicle		17.83
01070 - Document Preparation Clerk		16.78
01090 - Duplicating Machine Operator		16.78
01111 - General Clerk I		13.38
01112 - General Clerk II		14.59
01113 - General Clerk III		16.38
01120 - Housing Referral Assistant		19.87
01141 - Messenger Courier		13.29
01191 - Order Clerk I		13.01
01192 - Order Clerk II		14.19
01261 - Personnel Assistant		16.79
(Employment) I		10.79
01262 - Personnel Assistant		18.78
		10./0
(Employment) II 01263 - Personnel Assistant		20.93
		20.93
(Employment) III		21 00
01270 - Production Control Clerk		21.06
01290 - Rental Clerk		13.52
01300 - Scheduler Maintenance		15.94
01311 - Secretary I		15.94
01312 - Secretary II		17.83
01313 - Secretary III		19.87
01320 - Service Order Dispatcher		15.94
01410 - Supply Technician		30.02
01420 - Survey Worker		17.83
01460 - Switchboard		
01460 - Switchboard Operator/Receptionist		17.83 15.71
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		17.83 15.71 12.82
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		17.83 15.71 12.82 13.73
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		17.83 15.71 12.82 13.73 14.67
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		17.83 15.71 12.82 13.73 14.67 14.19
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		17.83 15.71 12.82 13.73 14.67 14.19 15.94
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		17.83 15.71 12.82 13.73 14.67 14.19
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		17.83 15.71 12.82 13.73 14.67 14.19 15.94 17.83
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		17.83 15.71 12.82 13.73 14.67 14.19 15.94
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		17.83 15.71 12.82 13.73 14.67 14.19 15.94 17.83 22.55
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	17.83 15.71 12.82 13.73 14.67 14.19 15.94 17.83 22.55 18.83
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	17.83 15.71 12.82 13.73 14.67 14.19 15.94 17.83 22.55 18.83 17.35
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	17.83 15.71 12.82 13.73 14.67 14.19 15.94 17.83 22.55 18.83 17.35 17.35
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	17.83 15.71 12.82 13.73 14.67 14.19 15.94 17.83 22.55 18.83 17.35
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	17.83 15.71 12.82 13.73 14.67 14.19 15.94 17.83 22.55 18.83 17.35 17.35
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	17.83 15.71 12.82 13.73 14.67 14.19 15.94 17.83 22.55 18.83 17.35 17.35 14.38 20.32
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.83 15.71 12.82 13.73 14.67 14.19 15.94 17.83 22.55 18.83 17.35 17.35 14.38
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	17.83 15.71 12.82 13.73 14.67 14.19 15.94 17.83 22.55 18.83 17.35 17.35 14.38 20.32
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.83 15.71 12.82 13.73 14.67 14.19 15.94 17.83 22.55 18.83 17.35 17.35 14.38 20.32

05250 - Motor Vehicle Upholstery	15.87
Worker	4 5 0 5
05280 - Motor Vehicle Wrecker	17.35
05310 - Painter Automotive	18.83
05340 - Radiator Repair Specialist	17.35
05370 - Tire Repairer	13.31
05400 - Transmission Repair	20.32
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.01
07041 - Cook I	13.81
07042 - Cook II	16.66
07070 - Dishwasher	11.72
07130 - Food Service Worker	13.20
07210 - Meat Cutter	16.35
07260 - Waiter/Waitress	9.89
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.30
09040 - Furniture Handler	11.44
09080 - Furniture Refinisher	21.30
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer Minor	17.95
09130 - Upholsterer	21.30
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.35
11060 - Elevator Operator	13.54
11090 - Gardener	23.12
11122 - Housekeeping Aide	13.95
11150 - Janitor	13.95
11210 - Laborer Grounds Maintenance	16.02
11240 - Maid or Houseman	11.99
11260 - Pruner	13.67
11270 - Tractor Operator	20.72
11330 - Trail Maintenance Worker	16.02
11360 - Window Cleaner	16.35
12000 - Health Occupations	
12010 - Ambulance Driver	20.84
12011 - Breath Alcohol Technician	20.84
12012 - Certified Occupational	27.89
Therapist Assistant	
12015 - Certified Physical Therapist	27.66
Assistant	
12020 - Dental Assistant	19.50
12025 - Dental Hygienist	46.09
12030 - EKG Technician	30.80
12035 - Electroneurodiagnostic	
	30.80
Technologist	30.80

12040 - Emergency Medical Technician	20.84
12071 - Licensed Practical Nurse I	19.20
12072 - Licensed Practical Nurse II	21.49
12073 - Licensed Practical Nurse III	23.95
12100 - Medical Assistant	18.86
12130 - Medical Laboratory	21.12
Technician	
12160 - Medical Record Clerk	22.46
12190 - Medical Record Technician	25.11
12195 - Medical Transcriptionist	19.05
12210 - Nuclear Medicine	44.37
Technologist	
12221 - Nursing Assistant I	12.31
12222 - Nursing Assistant II	13.85
12223 - Nursing Assistant III	15.10
12224 - Nursing Assistant IV	16.96
12235 - Optical Dispenser	18.45
12236 - Optical Technician	18.05
12250 - Pharmacy Technician	17.71
12280 - Phlebotomist	17.45
12305 - Radiologic Technologist	27.96
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06
12313 - Registered Nurse II	31.06
Specialist	
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III	37.58
Anesthetist	
12316 - Registered Nurse IV	45.04
12317 - Scheduler (Drug and Alcohol	25.80
Testing)	
12320 - Substance Abuse Treatment	26.30
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.41
13012 - Exhibits Specialist II	25.28
13013 - Exhibits Specialist III	30.92
13041 - Illustrator I	18.21
13042 - Illustrator II	22.56
13043 - Illustrator III	27.60
13047 - Librarian	24.99
13050 - Library Aide/Clerk	14.50
13054 - Library Information	22.56
Technology Systems	
Administrator	
13058 - Library Technician	16.93
13061 - Media Specialist I	16.29
13062 - Media Specialist II	18.21
13063 - Media Specialist III	20.30

13071 - Photographer I		16.29
13072 - Photographer II		18.21
13073 - Photographer III		22.56
13074 - Photographer IV		27.60
13075 - Photographer V		33.40
13090 - Technical Order Library		18.21
Clerk		
13110 - Video Teleconference		18.57
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.44
14043 - Computer Operator III		21.03
14044 - Computer Operator IV		23.39
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
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	х <i>у</i>	16.48
Operator		
14160 - Personal Computer Support		23.67
Technician		
14170 - System Support Specialist		28.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.62
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		37.05
Instructor (Rated)		
15030 - Air Crew Training Devices		44.40
Instructor (Pilot)		
15050 - Computer Based Training		30.62
Specialist / Instructor		00.02
15060 - Educational Technologist		27.46
15070 - Flight Instructor (Pilot)		44.40
15080 - Graphic Artist		24.16
15085 - Maintenance Test Pilot Fixed		44.40
Jet/Prop		• • • •
15086 - Maintenance Test Pilot		44.40
Rotary Wing		• • • •
15088 - Non-Maintenance Test/Co-		44.40
Pilot		
15090 - Technical Instructor		21.75
15095 - Technical Instructor/Course		26.60
Developer		20.00
15110 - Test Proctor		17.55
TOTIV TEST FINCTON		11.00

15120 - Tutor	17.55
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 (1
16010 - Assembler	11.61
16030 - Counter Attendant	11.61
16040 - Dry Cleaner	13.28
16070 - Finisher Flatwork Machine	11.61
16090 - Presser Hand	11.61
16110 - Presser Machine Drycleaning	11.61
16130 - Presser Machine Shirts	11.61
16160 - Presser Machine Wearing	11.61
Apparel Laundry	10.00
16190 - Sewing Machine Operator	13.83
16220 - Tailor	14.39
16250 - Washer Machine	12.17
19000 - Machine Tool Operation And	
Repair Occupations	01 00
19010 - Machine-Tool Operator (Tool	21.30
Room)	07 04
19040 - Tool And Die Maker	27.24
21000 - Materials Handling And Packing	
Occupations	14 40
21020 - Forklift Operator	14.49
21030 - Material Coordinator	21.06
21040 - Material Expediter	21.06
21050 - Material Handling Laborer 21071 - Order Filler	15.50
	14.36
21080 - Production Line Worker (Food	14.49
Processing)	16.61
21110 - Shipping Packer 21120 - Shipping/Pacaining Clark	16.61
21130 - Shipping/Receiving Clerk 21140 - Store Worker I	10.61
21150 - Stock Clerk 21210 - Tools And Parts Attendant	15.69 14.49
21410 - Warehouse Specialist	14.49
23000 - Mechanics And Maintenance And	14.49
Repair Occupations	
23010 - Aerospace Structural Welder	26.41
23019 - Aircraft Logs and Records	19.62
Technician	19.02
23021 - Aircraft Mechanic I	24.73
23022 - Aircraft Mechanic II	26.41
23023 - Aircraft Mechanic III	27.84
23040 - Aircraft Mechanic Helper	16.62
23050 - Aircraft Painter	22.62
23060 - Aircraft Servicer	19.62
23070 - Aircraft Survival Flight	22.62
Equipment Technician	
23080 - Aircraft Worker	21.45

23091 - Aircrew Life Support	21.45
Equipment (ALSE) Mechanic	
23092 - Aircrew Life Support	24.73
Equipment (ALSE) Mechanic	24.75
	21.30
23110 - Appliance Mechanic 23120 - Bicycle Repairer	16.27
23125 - Cable Splicer	22.99
23130 - Carpenter Maintenance	21.82
23140 - Carpet Layer	19.62
23160 - Electrician Maintenance	27.96
23181 - Electronics Technician	25.16
Maintenance I	
23182 - Electronics Technician	27.32
Maintenance II	
23183 - Electronics Technician	29.47
Maintenance III	
23260 - Fabric Worker	17.95
23290 - Fire Alarm System Mechanic	22.99
23310 - Fire Extinguisher Repairer	16.27
23311 - Fuel Distribution System	22.99
Mechanic	
23312 - Fuel Distribution System	16.38
Operator	
23370 - General Maintenance Worker	17.37
23380 - Ground Support Equipment	24.73
Mechanic	
23381 - Ground Support Equipment	19.62
Servicer	
23382 - Ground Support Equipment	21.45
Worker	
23391 - Gunsmith I	16.27
23392 - Gunsmith II	19.62
23393 - Gunsmith III	22.99
23410 - Heating Ventilation And Air-	24.75
Conditioning	24.75
Mechanic	
23411 - Heating Ventilation And Air	26.44
Contidioning	20.44
-	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.99
23440 - Heavy Equipment Operator	18.71
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	21.30
23470 - Laborer	15.50
23510 - Locksmith	21.30
23530 - Machinery Maintenance	22.99
Mechanic	
23550 - Machinist Maintenance	22.99

23591 - Metrology Technician I	14.58
	27.47
51	29.34
51	30.82
	22.99
	21.30
	20.87
-	27.88
	25.84
	22.99
	22.99
	19.62
	22.99
Maintenance	
2	19.62
23931 - Telecommunications Mechanic	28.73
I	
23932 - Telecommunications Mechanic	30.69
II	
-	22.99
	22.68
Maintenance	
23965 - Well Driller	22.99
23965 - Well Driller 23970 - Woodcraft Worker	22.99
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker	
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations	22.99 16.61
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager	22.99 16.61 18.28
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant	22.99 16.61 18.28 14.14
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk	22.99 16.61 18.28 14.14 17.64
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide	22.99 16.61 18.28 14.14 17.64 12.51
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support	22.99 16.61 18.28 14.14 17.64
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services	22.99 16.61 18.28 14.14 17.64 12.51
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator	22.99 16.61 18.28 14.14 17.64 12.51 18.28
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker	22.99 16.61 18.28 14.14 17.64 12.51
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations	22.99 16.61 18.28 14.14 17.64 12.51 18.28
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28 22.99
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28 22.99 27.73
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28 22.99 27.73 22.99
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28 22.99 27.73 22.99 14.58
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28 22.99 27.73 22.99
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28 22.99 27.73 22.99 14.58
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28 22.99 27.73 22.99 14.58 27.73
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28 22.99 27.73 22.99 14.58 27.73 27.73
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 2510 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28 22.99 27.73 22.99 14.58 27.73 15.97 14.28
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25100 - Protective Service Occupations 27004 - Alarm Monitor 27008 - Corrections Officer	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28 22.99 27.73 22.99 14.58 27.73 15.97 14.28 21.20
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25100 - Protective Service Occupations 27000 - Protective Service Occupations 27004 - Alarm Monitor 27008 - Corrections Officer 27010 - Court Security Officer	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28 22.99 27.73 22.99 14.58 27.73 14.58 27.73
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25100 - Protective Service Occupations 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28 22.99 27.73 22.99 14.58 27.73 15.97 14.28 21.20 18.55 15.97
23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker 24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25100 - Protective Service Occupations 27000 - Protective Service Occupations 27000 - Protective Service Occupations 27004 - Alarm Monitor 27008 - Corrections Officer 27030 - Detection Dog Handler 27040 - Detention Officer	22.99 16.61 18.28 14.14 17.64 12.51 18.28 18.28 22.99 27.73 22.99 14.58 27.73 14.58 27.73

27101 - Guard I			14.28
27102 - Guard II			15.97
27131 - Police Officer I			24.94
27132 - Police Officer II			27.72
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.91
28042 - Carnival Equipment Repairer			16.25
28043 - Carnival Worker			10.27
28210 - Gate Attendant/Gate Tender			17.82
28310 - Lifeguard			13.75
28350 - Park Attendant (Aide)			19.93
28510 - Recreation Aide/Health			14.54
Facility Attendant			
28515 - Recreation Specialist			24.69
28630 - Sports Official			15.87
28690 - Swimming Pool Operator			23.87
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			20.42
29020 - Hatch Tender			20.42
29030 - Line Handler			20.42
29041 - Stevedore I			19.04
29042 - Stevedore II			22.17
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.54
Specialist Center (HFO)	(000	- /	10.01
30011 - Air Traffic Control	(see	2)	27.95
Specialist Station (HFO)	(000	- /	2,.30
30012 - Air Traffic Control			30.79
Specialist Terminal (HFO) (see 2)			000
30021 - Archeological Technician I			18.05
30022 - Archeological Technician II			20.20
30023 - Archeological Technician III			25.01
30030 - Cartographic Technician			25.01
30040 - Civil Engineering Technician			24.40
30051 - Cryogenic Technician I			27.69
30052 - Cryogenic Technician II			30.59
30061 - Drafter/CAD Operator I			18.05
30062 - Drafter/CAD Operator II			20.20
30063 - Drafter/CAD Operator III			22.51
30064 - Drafter/CAD Operator IV			27.69
30081 - Engineering Technician I			16.07
30082 - Engineering Technician II			18.05
30083 - Engineering Technician III			20.20
30084 - Engineering Technician IV			25.01
30085 - Engineering Technician V			30.59
30086 - Engineering Technician VI			37.01
30090 - Environmental Technician			
50050 Environmental recimitcian			25 01
30095 - Evidence Control Specialist			25.01
30095 - Evidence Control Specialist 30210 - Laboratory Technician			25.01 25.01 22.61

30221 - Latent Fingerprint	30.86
Technician I	
30222 - Latent Fingerprint	34.08
Technician II	
30240 - Mathematical Technician	25.01
30361 - Paralegal/Legal Assistant I	19.46
30362 - Paralegal/Legal Assistant II	24.11
30363 - Paralegal/Legal Assistant	29.49
III	
30364 - Paralegal/Legal Assistant IV	35.69
30375 - Petroleum Supply Specialist	30.59
30390 - Photo-Optics Technician	25.01
30395 - Radiation Control Technician	30.59
30461 - Technical Writer I	25.01
30462 - Technical Writer II	30.59
30463 - Technical Writer III	37.01
30491 - Unexploded Ordnance (UXO)	25.76
Technician I	
30492 - Unexploded Ordnance (UXO)	31.17
Technician II	
30493 - Unexploded Ordnance (UXO)	37.36
Technician III	
30494 - Unexploded (UXO) Safety	25.76
Escort	
30495 - Unexploded (UXO) Sweep	25.76
Personnel	20.70
30501 - Weather Forecaster I	27.69
30502 - Weather Forecaster II	33.69
<b>30620 - Weather Observer Combined</b> (see 2)	22.51
Upper Air Or	22.01
Surface Programs	25 01
Surface Programs30621 - Weather Observer Senior(see 2)	25.01
Surface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	25.01
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations	
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	31.17
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	31.17 11.69
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	31.17 11.69 18.62
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	31.17 11.69 18.62 15.12
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	31.17 11.69 18.62 15.12 13.40
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	31.17 11.69 18.62 15.12 13.40 16.88
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	31.17 11.69 18.62 15.12 13.40 16.88 16.07
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	31.17 11.69 18.62 15.12 13.40 16.88 16.07 16.88
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	31.17 11.69 18.62 15.12 13.40 16.88 16.07 16.88 18.62
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	31.17 11.69 18.62 15.12 13.40 16.88 16.07 16.88 18.62 20.26
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	31.17 11.69 18.62 15.12 13.40 16.88 16.07 16.88 18.62
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	31.17 11.69 18.62 15.12 13.40 16.88 16.07 16.88 18.62 20.26 20.26
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	31.17 11.69 18.62 15.12 13.40 16.88 16.07 16.88 18.62 20.26 20.26 20.26
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	31.17 11.69 18.62 15.12 13.40 16.88 16.07 16.88 18.62 20.26 20.26 20.26 15.20 13.39
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	31.17 11.69 18.62 15.12 13.40 16.88 16.07 16.88 18.62 20.26 20.26 20.26

99130 - Flight Follower	25.76
99251 - Laboratory Animal Caretaker	16.54
I	
99252 - Laboratory Animal Caretaker	18.46
II	
99260 - Marketing Analyst	30.82
99310 - Mortician	25.76
99410 - Pest Controller	21.83
99510 - Photofinishing Worker	13.56
99710 - Recycling Laborer	13.71
99711 - Recycling Specialist	17.73
99730 - Refuse Collector	11.70
99810 - Sales Clerk	14.75
99820 - School Crossing Guard	11.70
99830 - Survey Party Chief	28.15
99831 - Surveying Aide	25.61
99832 - Surveying Technician	25.82
99840 - Vending Machine Attendant	11.72
99841 - Vending Machine Repairer	14.59
99842 - Vending Machine Repairer	10.52
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5451
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: New Mexico

Area:	New	Mexico	Counties	of	Cibola	Colfax	McKinley	Mora	Rio	Arriba	San
Miguel	l Tao	os									

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.97
01013 - Accounting Clerk III		17.86
01020 - Administrative Assistant		26.61
01035 - Court Reporter		18.61
01041 - Customer Service		12.17
Representative I		
01042 - Customer Service		13.68
Representative II		

01043 - Customer Service Representative III		14.92
01051 - Data Entry Operator I		12.80
01052 - Data Entry Operator II		13.97
01060 - Dispatcher Motor Vehicle		18.73
01070 - Document Preparation Clerk		13.97
01090 - Duplicating Machine Operator		13.97
01111 - General Clerk I		12.46
01112 - General Clerk II		13.59
01112 - General Clerk II 01113 - General Clerk III		15.26
01120 - Housing Referral Assistant		19.56
01141 - Messenger Courier		11.39
01191 - Order Clerk I		12.80
01192 - Order Clerk I		13.97
01261 - Personnel Assistant		15.82
(Employment) I		10.02
01262 - Personnel Assistant		17.69
(Employment) II		17.09
01263 - Personnel Assistant		19.73
(Employment) III		19.13
01270 - Production Control Clerk		23.17
01270 - Production Control Clerk 01290 - Rental Clerk		23.17
		15.40
01300 - Scheduler Maintenance		15.69
01311 - Secretary I 01312 - Secretary I		
01312 - Secretary II		17.54
01313 - Secretary III		19.56
01320 - Service Order Dispatcher		16.75
01410 - Supply Technician		26.61
01420 - Survey Worker		16.95
01460 - Switchboard		14.82
Operator/Receptionist		11 07
01531 - Travel Clerk I		11.87
01532 - Travel Clerk II		12.81
01533 - Travel Clerk III		13.76
01611 - Word Processor I		13.97
01612 - Word Processor II		15.69
01613 - Word Processor III		17.54
05000 - Automotive Service Occupations		10.00
05005 - Automobile Body Repairer		18.06
Fiberglass		10 10
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		15.82
05070 - Automotive Worker		15.82
05110 - Mobile Equipment Servicer		13.50
05130 - Motor Equipment Metal		17.99
Mechanic		1 5 0 0
05160 - Motor Equipment Metal Worker		15.82
05190 - Motor Vehicle Mechanic		18.12
05220 - Motor Vehicle Mechanic		13.62
Helper		

05250 - Motor Vehicle Upholstery	15.82
Worker	15 00
05280 - Motor Vehicle Wrecker	15.82
05310 - Painter Automotive	17.19
05340 - Radiator Repair Specialist	15.82
05370 - Tire Repairer	11.49
05400 - Transmission Repair	17.99
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.77
07041 - Cook I	11.92
07042 - Cook II	14.21
07070 - Dishwasher	9.75
07130 - Food Service Worker	11.64
07210 - Meat Cutter	17.54
07260 - Waiter/Waitress	9.46
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.60
09040 - Furniture Handler	13.51
09080 - Furniture Refinisher	23.60
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer Minor	20.67
09130 - Upholsterer	23.60
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.19
11060 - Elevator Operator	11.19
11090 - Gardener	18.91
11122 - Housekeeping Aide	11.75
11150 - Janitor	11.75
11210 - Laborer Grounds Maintenance	13.39
11240 - Maid or Houseman	11.32
11260 - Pruner	11.66
11270 - Tractor Operator	17.07
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	13.17
12000 - Health Occupations	
12010 - Ambulance Driver	16.40
12011 - Breath Alcohol Technician	20.63
12012 - Certified Occupational	28.31
Therapist Assistant	
12015 - Certified Physical Therapist	26.82
Assistant	
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	39.93
12030 - EKG Technician	31.27
12035 - Electroneurodiagnostic	31.27
Technologist	

12040 - Emergency Medical Technician	16.40
12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.92
12073 - Licensed Practical Nurse III	23.32
12100 - Medical Assistant	15.34
12130 - Medical Laboratory	26.87
Technician	
12160 - Medical Record Clerk	16.62
12190 - Medical Record Technician	18.58
12195 - Medical Transcriptionist	18.45
12210 - Nuclear Medicine	45.35
Technologist	
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.49
12223 - Nursing Assistant III	14.72
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	20.63
12236 - Optical Technician	18.45
12250 - Pharmacy Technician	17.71
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	29.61
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06
12313 - Registered Nurse II	31.06
Specialist	
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III	37.58
Anesthetist	
12316 - Registered Nurse IV	45.04
12317 - Scheduler (Drug and Alcohol	25.56
Testing)	
12320 - Substance Abuse Treatment	24.12
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.70
13012 - Exhibits Specialist II	24.40
13013 - Exhibits Specialist III	29.84
13041 - Illustrator I	19.48
13042 - Illustrator II	24.15
13043 - Illustrator III	27.86
13047 - Librarian	27.03
13050 - Library Aide/Clerk	11.02
13054 - Library Information	24.40
Technology Systems	
Administrator	
13058 - Library Technician	15.10
13061 - Media Specialist I	17.60
13062 - Media Specialist II	19.70
13063 - Media Specialist III	21.96

13071 - Photographer I		17.60
13072 - Photographer II		19.70
13073 - Photographer III		24.40
13074 - Photographer IV		29.40
13075 - Photographer V		35.56
13090 - Technical Order Library		16.23
Clerk		
13110 - Video Teleconference		18.57
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.13
14042 - Computer Operator II		20.28
14043 - Computer Operator III		23.13
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		29.45
14071 - Computer Programmer I	(see 1)	24.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(	18.13
Operator		
14160 - Personal Computer Support		25.73
Technician		
14170 - System Support Specialist		30.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.38
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.73
Instructor (Rated)		
15030 - Air Crew Training Devices		44.06
Instructor (Pilot)		11.00
15050 - Computer Based Training		30.38
Specialist / Instructor		30.30
15060 - Educational Technologist		35.26
15070 - Flight Instructor (Pilot)		44.06
15080 - Graphic Artist		27.57
15085 - Maintenance Test Pilot Fixed		44.06
Jet/Prop		11.00
15086 - Maintenance Test Pilot		44.06
Rotary Wing		11.00
15088 - Non-Maintenance Test/Co-		44.06
Pilot		11.00
15090 - Technical Instructor		20.83
15095 - Technical Instructor/Course		20.83
Developer		21.JI
15110 - Test Proctor		16.81
IJIIV - IESU FIUGUUI		TO.OT

	1 6 0 1
15120 - Tutor	16.81
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 00
16010 - Assembler	11.69
16030 - Counter Attendant	11.69
16040 - Dry Cleaner	13.36
16070 - Finisher Flatwork Machine	11.69
16090 - Presser Hand	11.69
16110 - Presser Machine Drycleaning	11.69
16130 - Presser Machine Shirts	11.69
16160 - Presser Machine Wearing	11.69
Apparel Laundry	12 00
16190 - Sewing Machine Operator	13.92
16220 - Tailor	14.48
16250 - Washer Machine	12.25
19000 - Machine Tool Operation And	
Repair Occupations	04 00
19010 - Machine-Tool Operator (Tool	24.29
19040 - Tool And Die Maker	30.99
21000 - Materials Handling And Packing	
Occupations	10 01
21020 - Forklift Operator	18.91
21030 - Material Coordinator	25.49
21040 - Material Expediter	25.49
21050 - Material Handling Laborer	14.03
21071 - Order Filler	12.68
21080 - Production Line Worker (Food	18.91
Processing)	1 ( ( )
21110 - Shipping Packer	16.60
21130 - Shipping/Receiving Clerk	16.60
21140 - Store Worker I	11.95
21150 - Stock Clerk 21210 - Tools And Parts Attendant	16.16 18.91
	18.91
21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And	10.91
Repair Occupations 23010 - Aerospace Structural Welder	27.78
23010 - Aircraft Logs and Records	20.67
Technician	20.07
23021 - Aircraft Mechanic I	26.12
23022 - Aircraft Mechanic II	27.78
23022 - Aircraft Mechanic II	29.39
23040 - Aircraft Mechanic Helper	17.01
23050 - Aircraft Painter	24.29
23060 - Aircraft Servicer	20.67
23070 - Aircraft Survival Flight	24.29
Equipment Technician	~
23080 - Aircraft Worker	22.48
	22.10

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23091 - Aircrew Life Support	22.48
Equipment (ALSE) Mechanic	
I	0.6.1.0
23092 - Aircrew Life Support	26.12
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.29
23120 - Bicycle Repairer	18.85
23125 - Cable Splicer	36.05
23130 - Carpenter Maintenance	19.68
23140 - Carpet Layer	22.48
23160 - Electrician Maintenance	25.23
23181 - Electronics Technician	25.16
Maintenance I	
23182 - Electronics Technician	27.32
Maintenance II	
23183 - Electronics Technician	29.47
Maintenance III	
23260 - Fabric Worker	20.67
23290 - Fire Alarm System Mechanic	24.97
23310 - Fire Extinguisher Repairer	18.85
23311 - Fuel Distribution System	26.12
Mechanic	
23312 - Fuel Distribution System	19.82
Operator	
23370 - General Maintenance Worker	15.51
23380 - Ground Support Equipment	26.12
Mechanic	
23381 - Ground Support Equipment	20.67
Servicer	
23382 - Ground Support Equipment	22.48
Worker	
23391 - Gunsmith I	18.85
23392 - Gunsmith II	22.48
23393 - Gunsmith III	26.12
23410 - Heating Ventilation And Air-	24.14
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.39
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.56
23440 - Heavy Equipment Operator	20.29
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	24.29
23470 - Laborer	14.03
23510 - Locksmith	24.29
23530 - Machinery Maintenance	28.43
Mechanic	
23550 - Machinist Maintenance	28.29
	_0.29

23580 - Maintenance Trades Helper	12.56
23591 - Metrology Technician I	27.47
23592 - Metrology Technician II	29.34
23593 - Metrology Technician III	30.82
23640 - Millwright	26.12
23710 - Office Appliance Repairer	24.29
23760 - Painter Maintenance	15.94
23790 - Pipefitter Maintenance	24.23
23810 - Plumber Maintenance	22.66
23820 - Pneudraulic Systems Mechanic	26.12
23850 - Rigger	26.12
23870 - Scale Mechanic	22.48
23890 - Sheet-Metal Worker	26.12
Maintenance	
23910 - Small Engine Mechanic	22.48
23931 - Telecommunications Mechanic	34.32
I	
23932 - Telecommunications Mechanic	36.50
II	
23950 - Telephone Lineman	26.12
23960 - Welder Combination	24.48
Maintenance	
23965 - Well Driller	29.78
23970 - Woodcraft Worker	26.12
23980 - Woodworker	18.85
24000 - Personal Needs Occupations	
24550 - Case Manager	17.58
24570 - Child Care Attendant	11.46
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	9.96
24620 - Family Readiness And Support	17.58
Services	
Coordinator	
24630 - Homemaker	17.58
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.12
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	26.12
25190 - Ventilation Equipment Tender	17.01
25210 - Water Treatment Plant	18.13
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.12
27007 - Baggage Inspector	12.35
27008 - Corrections Officer	17.94
27010 - Court Security Officer	18.74
27030 - Detection Dog Handler	13.82
27040 - Detention Officer	17.94
27070 - Firefighter	19.54

27101 - Guard I		12.35
27102 - Guard II		13.82
27131 - Police Officer I		21.83
27132 - Police Officer II		24.26
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.13
28042 - Carnival Equipment Repairer		16.75
28043 - Carnival Worker		10.33
28210 - Gate Attendant/Gate Tender		13.59
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		15.21
28510 - Recreation Aide/Health		11.10
Facility Attendant		
28515 - Recreation Specialist		18.06
28630 - Sports Official		12.11
28690 - Swimming Pool Operator		23.11
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		22.48
29020 - Hatch Tender		22.48
29030 - Line Handler		22.48
29041 - Stevedore I		20.67
29042 - Stevedore II		24.29
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2	2) 40.54
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2	2) 27.95
Specialist Station (HFO)		
30012 - Air Traffic Control		30.79
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		19.13
30022 - Archeological Technician II		21.45
30023 - Archeological Technician III		26.26
30030 - Cartographic Technician		26.59
30040 - Civil Engineering Technician		24.00
30051 - Cryogenic Technician I		23.38
30052 - Cryogenic Technician II		25.82
30061 - Drafter/CAD Operator I		19.13
30062 - Drafter/CAD Operator II		21.45
30063 - Drafter/CAD Operator III		23.93
30064 - Drafter/CAD Operator IV		28.50
30081 - Engineering Technician I		16.70
30082 - Engineering Technician II		18.73
30083 - Engineering Technician III		20.96
30084 - Engineering Technician IV		25.97
30085 - Engineering Technician V		31.77
30086 - Engineering Technician VI		38.43
30090 - Environmental Technician		22.40
30095 - Evidence Control Specialist		
30095 - Evidence Control Specialist 30210 - Laboratory Technician		21.11

30221 - Latent Fingerprint	23.38
Technician I	
30222 - Latent Fingerprint	25.82
Technician II	
30240 - Mathematical Technician	26.59
30361 - Paralegal/Legal Assistant I	19.40
30362 - Paralegal/Legal Assistant II	24.03
30363 - Paralegal/Legal Assistant	29.40
III	
30364 - Paralegal/Legal Assistant IV	35.57
30375 - Petroleum Supply Specialist	25.82
30390 - Photo-Optics Technician	26.59
30395 - Radiation Control Technician	25.82
30461 - Technical Writer I	23.34
30462 - Technical Writer II	28.56
30463 - Technical Writer III	34.54
30491 - Unexploded Ordnance (UXO)	25.76
Technician I	
30492 - Unexploded Ordnance (UXO)	31.17
Technician II	
30493 - Unexploded Ordnance (UXO)	37.36
Technician III	
30494 - Unexploded (UXO) Safety	25.76
Escort	20000
30495 - Unexploded (UXO) Sweep	25.76
Personnel	20.70
30501 - Weather Forecaster I	28.50
30502 - Weather Forecaster II	34.66
<b>30620 - Weather Observer Combined</b> (see 2)	23.93
Upper Air Or	20.90
Surface Programs	
<b>30621 - Weather Observer Senior</b> (see 2)	26.59
31000 - Transportation/Mobile	20.55
Equipment Operation Occupations	
31010 - Airplane Pilot	31.17
31020 - Bus Aide	11.27
31030 - Bus Driver	17.35
31043 - Driver Courier	17.33
21042 - DIIAET CONTIET	9.93
31260 - Darking and Lot Attondant	2.20
31260 - Parking and Lot Attendant	
31290 - Shuttle Bus Driver	13.56
31290 - Shuttle Bus Driver 31310 - Taxi Driver	13.56 11.43
31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	13.56 11.43 13.56
31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	13.56 11.43 13.56 16.66
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>	13.56 11.43 13.56 16.66 19.68
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>	13.56 11.43 13.56 16.66
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>	13.56 11.43 13.56 16.66 19.68 19.68
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	13.56 11.43 13.56 16.66 19.68 19.68 19.68
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>	13.56 11.43 13.56 16.66 19.68 19.68 19.68 15.20 10.42
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	13.56 11.43 13.56 16.66 19.68 19.68 19.68

99130 - Flight Follower	25.76
99251 - Laboratory Animal Caretaker	17.92
I	
99252 - Laboratory Animal Caretaker	20.00
II	
99260 - Marketing Analyst	22.26
99310 - Mortician	25.76
99410 - Pest Controller	22.01
99510 - Photofinishing Worker	13.54
99710 - Recycling Laborer	15.33
99711 - Recycling Specialist	19.46
99730 - Refuse Collector	13.39
99810 - Sales Clerk	12.59
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	22.10
99832 - Surveying Technician	22.28
99840 - Vending Machine Attendant	12.89
99841 - Vending Machine Repairer	16.24
99842 - Vending Machine Repairer	12.29
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre>            Wage Determination No.: 2015-5453   Revision No.: 18   Date Of Last Revision: 12/27/2021                                      </pre>

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

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

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

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

State: New Mexico

Area: New Mexico Counties of De Baca Guadalupe Harding

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.91
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		17.47
01020 - Administrative Assistant		27.93
01035 - Court Reporter		18.61
01041 - Customer Service		12.65
Representative I		
01042 - Customer Service		14.04
Representative II		

01043 - Customer Service Representative III		15.51
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.44
01060 - Dispatcher Motor Vehicle		20.77
01070 - Document Preparation Clerk		14.08
01090 - Duplicating Machine Operator		14.08
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39
01113 - General Clerk III		13.90
01120 - Housing Referral Assistant		19.72
01141 - Messenger Courier		11.49
01191 - Order Clerk I		12.91
01192 - Order Clerk II		14.08
01261 - Personnel Assistant		16.77
(Employment) I		
01262 - Personnel Assistant		18.75
(Employment) II		
01263 - Personnel Assistant		20.90
(Employment) III		
01270 - Production Control Clerk		26.40
01290 - Rental Clerk		14.64
01300 - Scheduler Maintenance		15.82
01311 - Secretary I		15.82
01312 - Secretary II		17.69
01313 - Secretary III		19.72
01320 - Service Order Dispatcher		18.57
01410 - Supply Technician		27.93
01420 - Survey Worker		16.95
01460 - Switchboard		12.60
Operator/Receptionist		
01531 - Travel Clerk I		11.87
01532 - Travel Clerk II		12.81
01533 - Travel Clerk III		13.76
01611 - Word Processor I		13.85
01612 - Word Processor II		15.54
01613 - Word Processor III		17.39
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.01
Fiberglass		
05010 - Automotive	Electrician	18.12
05040 - Automotive Glass Installer		15.82
05070 - Automotive Worker		15.82
05110 - Mobile Equipment Servicer		13.50
05130 - Motor Equipment Metal		17.99
Mechanic		
05160 - Motor Equipment Metal Worker		15.82
05190 - Motor Vehicle Mechanic		
VOLVO MOLOI VEHICIE MECHANIC		18.12
05220 - Motor Vehicle Mechanic		18.12 13.62

05250 - Motor Vehicle Upholstery	15.82
Worker	
05280 - Motor Vehicle Wrecker	15.82
05310 - Painter Automotive	17.19
05340 - Radiator Repair Specialist	15.82
05370 - Tire Repairer	14.25
05400 - Transmission Repair	17.99
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.42
07041 - Cook I	11.30
07042 - Cook II	13.41
07070 - Dishwasher	9.95
07130 - Food Service Worker	9.56
07210 - Meat Cutter	17.68
07260 - Waiter/Waitress	9.49
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.50
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	19.50
09090 - Furniture Refinisher Helper	16.40
09110 - Furniture Repairer Minor	19.64
09130 - Upholsterer	19.50
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.10
11060 - Elevator Operator	11.10
11090 - Gardener	17.69
11122 - Housekeeping Aide	11.93
11150 - Janitor	11.93
11210 - Laborer Grounds Maintenance	12.70
11240 - Maid or Houseman	10.27
11260 - Pruner	11.17
11270 - Tractor Operator	16.03
11330 - Trail Maintenance Worker	12.70
11360 - Window Cleaner	13.57
12000 - Health Occupations	
12010 - Ambulance Driver	16.15
12011 - Breath Alcohol Technician	23.63
12012 - Certified Occupational	29.13
Therapist Assistant	
12015 - Certified Physical Therapist	23.12
Assistant	
12020 - Dental Assistant	16.62
12025 - Dental Hygienist	48.31
12030 - EKG Technician	33.30
12035 - Electroneurodiagnostic	33.30
Technologist	

12040 - Emergency Medical Technician	16.15
12071 - Licensed Practical Nurse I	21.13
12072 - Licensed Practical Nurse II	23.63
12073 - Licensed Practical Nurse III	26.34
12100 - Medical Assistant	14.20
12130 - Medical Laboratory	22.85
Technician	
12160 - Medical Record Clerk	16.48
12190 - Medical Record Technician	18.59
12195 - Medical Transcriptionist	21.12
12210 - Nuclear Medicine	51.93
Technologist	
12221 - Nursing Assistant I	11.82
12222 - Nursing Assistant II	13.29
12223 - Nursing Assistant III	14.50
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	15.40
12236 - Optical Technician	21.13
12250 - Pharmacy Technician	16.30
12280 - Phlebotomist	14.76
12305 - Radiologic Technologist	27.70
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06
12313 - Registered Nurse II	31.06
Specialist	
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III	37.58
Anesthetist	
12316 - Registered Nurse IV	45.04
12317 - Scheduler (Drug and Alcohol	28.05
Testing)	
12320 - Substance Abuse Treatment	24.28
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.35
13012 - Exhibits Specialist II	21.31
13013 - Exhibits Specialist III	26.07
13041 - Illustrator I	17.20
13042 - Illustrator II	21.31
13043 - Illustrator III	26.07
13047 - Librarian	23.60
13050 - Library Aide/Clerk	9.93
13054 - Library Information	21.31
Technology Systems	2 <b>.</b>
Administrator	
13058 - Library Technician	13.76
13061 - Media Specialist I	15.38
13062 - Media Specialist II	17.20
13062 - Media Specialist II 13063 - Media Specialist III	19.17
15005 - Meuta Specialist III	エジ・エ /

13071 - Photographer I		15.88
13072 - Photographer II		17.63
13073 - Photographer III		21.70
13074 - Photographer IV		26.07
13075 - Photographer V		31.55
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		18.57
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.91
14043 - Computer Operator III		21.07
14044 - Computer Operator IV		23.42
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
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	(000 1)	16.91
Operator		10.01
14160 - Personal Computer Support		23.42
Technician		20.12
14170 - System Support Specialist		30.21
15000 - Instructional Occupations		00.21
15010 - Aircrew Training Devices		28.42
Instructor (Non-Rated)		20.12
15020 - Aircrew Training Devices		34.38
Instructor (Rated)		54.50
15030 - Air Crew Training Devices		41.21
Instructor (Pilot)		41.21
15050 - Computer Based Training		28.42
Specialist / Instructor		20.42
15060 - Educational Technologist		34.51
15070 - Flight Instructor (Pilot)		41.21
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		22.41 40.31
Jet/Prop		4U.JI
15086 - Maintenance Test Pilot		40.31
		40.31
Rotary Wing		40.31
15088 - Non-Maintenance Test/Co-		40.31
Pilot		
15090 - Technical Instructor 15095 - Technical Instructor/Course		24.97
- $        -$		30.54
Developer 15110 - Test Proctor		20.15

	00.15
15120 - Tutor	20.15
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 60
16010 - Assembler	11.69
16030 - Counter Attendant	11.69
16040 - Dry Cleaner	13.36
16070 - Finisher Flatwork Machine	11.69
16090 - Presser Hand	11.69
16110 - Presser Machine Drycleaning	11.69
16130 - Presser Machine Shirts	11.69
16160 - Presser Machine Wearing	11.69
Apparel Laundry	10.00
16190 - Sewing Machine Operator	13.92
16220 - Tailor	14.48
16250 - Washer Machine	12.25
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.98
Room)	
19040 - Tool And Die Maker	30.69
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	16.12
21030 - Material Coordinator	26.40
21040 - Material Expediter	26.40
21050 - Material Handling Laborer	13.46
21071 - Order Filler	12.94
21080 - Production Line Worker (Food	16.12
Processing)	
21110 - Shipping Packer	16.85
21130 - Shipping/Receiving Clerk	16.85
21140 - Store Worker I	10.96
21150 - Stock Clerk	15.23
21210 - Tools And Parts Attendant	16.12
21410 - Warehouse Specialist	16.12
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	31.31
23019 - Aircraft Logs and Records	23.28
Technician	
23021 - Aircraft Mechanic I	29.33
23022 - Aircraft Mechanic II	31.31
23023 - Aircraft Mechanic III	33.13
23040 - Aircraft Mechanic Helper	19.31
23050 - Aircraft Painter	27.27
23060 - Aircraft Servicer	23.28
23070 - Aircraft Survival Flight	27.27
Equipment Technician	
23080 - Aircraft Worker	25.29

23091 - Aircrew Life Support	25.29
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.33
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.98
23120 - Bicycle Repairer	18.73
23125 - Cable Splicer	29.85
23130 - Carpenter Maintenance	19.38
23140 - Carpet Layer	22.24
23160 - Electrician Maintenance	26.56
23181 - Electronics Technician	27.68
Maintenance I	
23182 - Electronics Technician	30.05
Maintenance II	
23183 - Electronics Technician	32.42
Maintenance III	
23260 - Fabric Worker	20.47
23290 - Fire Alarm System Mechanic	28.34
23310 - Fire Extinguisher Repairer	18.73
23311 - Fuel Distribution System	34.20
Mechanic	
23312 - Fuel Distribution System	25.80
Operator	
23370 - General Maintenance Worker	15.68
23380 - Ground Support Equipment	29.33
Mechanic	
23381 - Ground Support Equipment	23.28
Servicer	
23382 - Ground Support Equipment	25.29
Worker	
23391 - Gunsmith I	18.73
23392 - Gunsmith II	22.24
23393 - Gunsmith III	25.80
23410 - Heating Ventilation And Air-	20.00
Conditioning	20000
Mechanic	
23411 - Heating Ventilation And Air	21.34
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	23.98
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	23.98
23470 - Laborar	13.46
23510 - Locksmith	23.67
23530 - Machinery Maintenance	30.18
Mechanic	30.10
23550 - Machinist Maintenance	24.93
25550 - Machinist Maintenance	24.33

23580 - Maintenance Trades Helper	15.41
23591 - Metrology Technician I	27.47
23592 - Metrology Technician II	29.34
23593 - Metrology Technician III	31.02
23640 - Millwright	25.80
23710 - Office Appliance Repairer	23.98
23760 - Painter Maintenance	19.21
23790 - Pipefitter Maintenance	25.25
23810 - Plumber Maintenance	23.47
23820 - Pneudraulic Systems Mechanic	25.80
23850 - Rigger	25.80
23870 - Scale Mechanic	22.24
23890 - Sheet-Metal Worker	25.58
Maintenance	
23910 - Small Engine Mechanic	17.91
23931 - Telecommunications Mechanic	25.14
I	
23932 - Telecommunications Mechanic	26.83
II	0 - 0 0
23950 - Telephone Lineman	25.80
23960 - Welder Combination	26.29
Maintenance	
23965 - Well Driller	24.92
23970 - Woodcraft Worker	25.80
23980 - Woodworker	18.73
24000 - Personal Needs Occupations	
24550 - Case Manager	17.68
24570 - Child Care Attendant	10.31
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	9.96
24620 - Family Readiness And Support	17.68
Services	
Coordinator	17 60
24630 - Homemaker	17.68
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.80
25040 - Sewage Plant Operator	19.40
25070 - Stationary Engineer	25.80
25190 - Ventilation Equipment Tender	16.97
25210 - Water Treatment Plant	19.40
Operator	
27000 - Protective Service Occupations	1 ( 0.2
27004 - Alarm Monitor	16.03
	14.36
27007 - Baggage Inspector	1 7 7 7 7
27008 - Corrections Officer	17.77
27008 - Corrections Officer 27010 - Court Security Officer	19.47
27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	19.47 16.06
27008 - Corrections Officer 27010 - Court Security Officer	19.47

27101 - Guard I			14.36
27102 - Guard II			16.06
27131 - Police Officer I			22.65
27132 - Police Officer II			25.17
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.25
28042 - Carnival Equipment Repairer			16.84
28043 - Carnival Worker			10.52
28210 - Gate Attendant/Gate Tender			13.96
28310 - Lifequard			11.84
28350 - Park Attendant (Aide)			15.61
28510 - Recreation Aide/Health			11.39
Facility Attendant			
28515 - Recreation Specialist			19.34
28630 - Sports Official			12.43
28690 - Swimming Pool Operator			19.99
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			28.33
29020 - Hatch Tender			28.33
29030 - Line Handler			28.33
29041 - Stevedore I			26.07
29042 - Stevedore II			30.55
30000 - Technical Occupations			00.00
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	2)	10.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(500	2)	21.10
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.00
30021 - Archeological Technician I			17.39
30022 - Archeological Technician II			19.50
30023 - Archeological Technician III			23.87
30030 - Cartographic Technician			24.17
30040 - Civil Engineering Technician			24.00
30051 - Cryogenic Technician I			25.25
30052 - Cryogenic Technician II			27.89
30061 - Drafter/CAD Operator I			17.39
30062 - Drafter/CAD Operator II			19.50
30063 - Drafter/CAD Operator III			21.75
30064 - Drafter/CAD Operator IV			25.91
30081 - Engineering Technician I			15.89
30082 - Engineering Technician II			17.85
30083 - Engineering Technician III			19.96
30084 - Engineering Technician IV			24.73
30085 - Engineering Technician V			30.25
30086 - Engineering Technician VI			36.61
30090 - Environmental Technician			21.45
30095 - Evidence Control Specialist			22.80
30210 - Laboratory Technician			22.61
JULIA HADDLACOLY LECHILLCLAIL			

30221 - Latent Fingerprint         25.25           Technician I         27.89           30222 - Latent Fingerprint         27.89           Technician II         24.17           30361 - Paralegal/Legal Assistant I         20.44           30362 - Paralegal/Legal Assistant II         25.32           30363 - Paralegal/Legal Assistant IV         37.48           30364 - Paralegal/Legal Assistant IV         37.48           30375 - Petroleum Supply Specialist         27.89           30390 - Photo-Optics Technician         24.17           30395 - Radiation Control Technician         27.89           30461 - Technical Writer II         27.89           30462 - Technical Writer II         27.89           30463 - Technical Writer II         27.89           30464 - Dexploded Ordnance (UXO)         30.98           Technician I         30.75           30491 - Unexploded Ordnance (UXO)         30.98           Technician II         30.494           30493 - Unexploded Ordnance (UXO)         37.13           Technician II         30.71           30494 - Unexploded (UXO) Sweep         25.60           Personnel         30501 - Weather Forecaster I         25.60           Surface Programs         30502 - Weather Observer Combined (see 2) <th></th> <th></th> <th></th> <th></th>				
30222 - Latent Fingerprint         27.89           Technician II         30240 - Mathematical Technician         24.17           30361 - Paralegal/Legal Assistant I         20.44           30362 - Paralegal/Legal Assistant II         25.32           30363 - Paralegal/Legal Assistant II         25.32           30364 - Paralegal/Legal Assistant IV         37.48           30375 - Petroleum Supply Specialist         27.89           30390 - Photo-Optics Technician         24.17           30395 - Radiation Control Technician         27.89           30461 - Technical Writer II         22.80           30462 - Technical Writer III         33.75           30463 - Technical Writer III         33.75           30491 - Unexploded Ordnance (UXO)         30.98           Technician II         30.493           30493 - Unexploded Ordnance (UXO)         37.13           Technician III         30.493           30501 - Weather Forecaster I         25.60           Personnel         25.60           Personnel         30.77           30502 - Weather Forecaster II         30.73           30501 - Weather Forecaster II         30.73           30502 - Weather Observer Combined (see 2)         24.17           30020 - Weather Observer Senior (see 2)				25.25
Technician II         24.17           30240 - Mathematical Technician         24.17           30361 - Paralegal/Legal Assistant I         20.44           30362 - Paralegal/Legal Assistant II         25.32           30363 - Paralegal/Legal Assistant II         25.32           30364 - Paralegal/Legal Assistant IV         37.48           30375 - Petroleum Supply Specialist         27.89           30390 - Photo-Optics Technician         24.17           30395 - Radiation Control Technician         27.89           30461 - Technical Writer I         22.80           30462 - Technical Writer II         37.13           30463 - Technical Writer II         37.79           30492 - Unexploded Ordnance (UXO)         25.60           Technician II         30.98           30493 - Unexploded (UXO) Safety         25.60           Escort         30494 - Unexploded (UXO) Sweep         25.60           Socol - Weather Forecaster I         25.29           30501 - Weather Forecaster I         25.29           30502 - Weather Forecaster I         30.77           3062 - Weather Observer Senior (see 2)         24.17           31000 - Transportation/Mobile         25.60           Equipment Operation Occupations         30.71           30501 - Weather Obser				
30240 - Mathematical Technician       24.17         30361 - Paralegal/Legal Assistant I       20.44         30363 - Paralegal/Legal Assistant II       25.32         30363 - Paralegal/Legal Assistant II       25.33         30364 - Paralegal/Legal Assistant IV       37.48         30375 - Petroleum Supply Specialist       27.89         303861 - Technical Writer I       22.80         30462 - Technical Writer II       27.89         30463 - Technical Writer II       33.75         30464 - Technical Writer III       33.75         30491 - Unexploded Ordnance (UXO)       30.98         Technician I       30.493         30494 - Unexploded Ordnance (UXO)       30.98         Technician II       30.492         30493 - Unexploded Ordnance (UXO)       37.13         Technician II       30.492         30494 - Unexploded (UXO) Safety       25.60         Personnel       30501 - Weather Forecaster I       25.29         30502 - Weather Forecaster II       30.77         30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile       24.17         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.63     <				27.89
30361 - Paralegal/Legal Assistant I       20.44         30362 - Paralegal/Legal Assistant II       25.32         30363 - Paralegal/Legal Assistant II       30.98         III       30375 - Petroleum Supply Specialist       27.89         30390 - Photo-Optics Technician       24.17         30395 - Radiation Control Technician       27.89         30461 - Technical Writer I       22.80         30462 - Technical Writer II       27.89         30463 - Technical Writer III       33.75         30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.982         30492 - Unexploded Ordnance (UXO)       30.98         Technician II       30.495         30495 - Unexploded (UXO) Safety       25.60         Escort       25.29         30501 - Weather Forecaster I       25.29         30502 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30.98         Sufface Programs       30202         30100 - Transportation/Mobile       20.98         Sufface Programs       3021 - Weather Observer Senior (see 2)         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         3				
30362 - Paralegal/Legal Assistant II       25.32         30363 - Paralegal/Legal Assistant       30.98         III       30364 - Paralegal/Legal Assistant IV       37.48         30375 - Petroleum Supply Specialist       27.89         30390 - Photo-Optics Technician       27.18         303461 - Technical Writer I       22.80         30462 - Technical Writer II       27.89         30463 - Technical Writer II       30.75         30463 - Technical Writer III       33.75         30461 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         30491 - Unexploded Ordnance (UXO)       37.13         Technician II       30.98         30492 - Unexploded Ordnance (UXO)       37.13         Technician III       30.98         30495 - Unexploded (UXO) Safety       25.60         Personnel       25.60         30502 - Weather Forecaster I       30.77         30621 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30.98         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant </th <th>30240 - Mathematical Technician</th> <th></th> <th></th> <th>24.17</th>	30240 - Mathematical Technician			24.17
30363 - Paralegal/Legal Assistant       30.98         III       30364 - Paralegal/Legal Assistant IV       37.48         30375 - Petroleum Supply Specialist       27.89         30390 - Photo-Optics Technician       24.17         30395 - Radiation Control Technician       27.89         30461 - Technical Writer II       22.80         30462 - Technical Writer III       33.75         30491 - Unexploded Ordnance (UXO)       30.98         Technician II       30.493         30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30.493         30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30.494         30495 - Unexploded (UXO) Safety       25.60         Personnel       25.29         30501 - Weather Forecaster I       30.77         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       Surface Programs         30621 - Weather Observer Senior (see 2)       24.17         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31020 - Bus Aide       10.73         31260 - Parking and Lot Attendant       11.57         31260 - Parking and Lot Attendant       11.57	30361 - Paralegal/Legal Assistant I			20.44
30363 - Paralegal/Legal Assistant       30.98         III       30364 - Paralegal/Legal Assistant IV       37.48         30375 - Petroleum Supply Specialist       27.89         30390 - Photo-Optics Technician       24.17         30395 - Radiation Control Technician       27.89         30461 - Technical Writer II       22.80         30462 - Technical Writer III       33.75         30491 - Unexploded Ordnance (UXO)       30.98         Technician II       30.493         30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30.493         30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30.494         30495 - Unexploded (UXO) Safety       25.60         Personnel       25.29         30501 - Weather Forecaster I       30.77         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       Surface Programs         30621 - Weather Observer Senior (see 2)       24.17         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31020 - Bus Aide       10.73         31260 - Parking and Lot Attendant       11.57         31260 - Parking and Lot Attendant       11.57	30362 - Paralegal/Legal Assistant II			25.32
30364 - Paralegal/Legal Assistant IV       37.48         30375 - Petroleum Supply Specialist       27.89         30390 - Photo-Optics Technician       24.17         30395 - Radiation Control Technician       27.89         30461 - Technical Writer I       22.80         30462 - Technical Writer II       27.89         30463 - Technical Writer III       33.75         30491 - Unexploded Ordnance (UXO)       25.60         Technician II       30.493 - Unexploded Ordnance (UXO)       30.98         Technician III       30.493 - Unexploded Ordnance (UXO)       37.13         Technician III       30.494 - Unexploded (UXO) Safety       25.60         Escort       30495 - Unexploded (UXO) Sweep       25.60         Personnel       30.502 - Weather Forecaster I       25.29         30501 - Weather Forecaster I       25.29         30502 - Weather Forecaster II       30.73         30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile       20.75         Equipment Operation Occupations       31.010       30.98         31020 - Bus Aide       10.73       31.33         31043 - Driver Courier       15.97       31.260       Farking and Lot Attendant       11.57         31361 - Truckdriver Heavy </th <th></th> <th></th> <th></th> <th>30.98</th>				30.98
30375 - Petroleum Supply Specialist       27.89         30390 - Photo-Optics Technician       24.17         30395 - Radiation Control Technician       27.89         30461 - Technical Writer I       22.80         30462 - Technical Writer III       33.75         30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         30492 - Unexploded Ordnance (UXO)       30.98         Technician II       30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         30501 - Weather Forecaster I       25.29         30502 - Weather Forecaster I       30.77         30621 - Weather Forecaster II       30.77         30621 - Weather Forecaster II       30.77         30502 - Weather Forecaster II       30.77         30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile       Equipment Operation Occupations         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31361 - Truckdri	III			
30375 - Petroleum Supply Specialist       27.89         30390 - Photo-Optics Technician       24.17         30395 - Radiation Control Technician       27.89         30461 - Technical Writer I       22.80         30462 - Technical Writer III       33.75         30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         30492 - Unexploded Ordnance (UXO)       30.98         Technician II       30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         30501 - Weather Forecaster I       25.29         30502 - Weather Forecaster I       30.77         30621 - Weather Forecaster II       30.77         30621 - Weather Forecaster II       30.77         30502 - Weather Forecaster II       30.77         30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile       Equipment Operation Occupations         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31361 - Truckdri	30364 - Paralegal/Legal Assistant IV			37.48
30390 - Photo-Optics Technician         24.17           30395 - Radiation Control Technician         27.89           30461 - Technical Writer II         22.80           30462 - Technical Writer II         27.89           30463 - Technical Writer II         27.89           30461 - Technical Writer II         27.89           30491 - Unexploded Ordnance (UXO)         25.60           Technician I         30.98           Technician II         30.98           30494 - Unexploded Ordnance (UXO)         37.13           Technician III         30.98           30494 - Unexploded (UXO) Safety         25.60           Escort         25.60           30501 - Weather Forecaster I         25.29           30502 - Weather Forecaster I         30.77           30620 - Weather Observer Combined (see 2)         21.75           Upper Air Or         30.98           30100 - Transportation/Mobile         Equipment Operation Occupations           31010 - Airplane Pilot         30.98           31020 - Bus Aide         10.73           31030 - Bus Driver         17.63           31310 - Taxi Driver         17.63           31310 - Taxi Driver         11.57           31361 - Truckdriver Light         17.63				
30395 - Radiation Control Technician       27.89         30461 - Technical Writer I       22.80         30462 - Technical Writer III       27.89         30463 - Technical Writer III       23.75         30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         Technician II       30.98         Sod93 - Unexploded Ordnance (UXO)       37.13         Technician III       30.494         30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         Sod95 - Unexploded (UXO) Safety       25.60         Personnel       25.29         30501 - Weather Forecaster I       30.77         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30.73         Surface Programs       30.77         31000 - Transportation/Mobile       25.29         Equipment Operation Occupations       31.010         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.63         31310 - Taxi Driver       11.57         31361 - Truckdriver Light       17.63         31362 - Truckdriver Medium       19.26         31364 - Truckdriver Medium <th></th> <th></th> <th></th> <th></th>				
30461 - Technical Writer I       22.80         30462 - Technical Writer II       27.89         30463 - Technical Writer III       33.75         30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         Technician II       30.98         Technician II       30.98         Technician II       30.98         Sod93 - Unexploded Ordnance (UXO)       30.98         Technician II       30.98         Sod94 - Unexploded (UXO) Safety       25.60         Escort       25.60         Socott       25.60         Personnel       30.98         30501 - Weather Forecaster I       25.29         30502 - Weather Forecaster II       30.77         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30.98         31020 - Transportation/Mobile       29         Equipment Operation Occupations       31.010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.63         31310 - Taxi Driver       11.57         31320 - Shuttle Bus Driver       17.63         31310 - Taxi Driver       19.83         31361 - Truckdriver Heavy       21.98 </th <th></th> <th></th> <th></th> <th></th>				
30462 - Technical Writer II       27.89         30463 - Technical Writer III       33.75         30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         Technician II       30.98         Technician II       30.98         Technician III       30.98         Technician III       30.98         Sod94 - Unexploded Ordnance (UXO)       37.13         Technician III       25.60         Escort       25.60         Soto1 - Wexploded (UXO) Safety       25.60         Personnel       25.60         30501 - Weather Forecaster I       25.29         30502 - Weather Forecaster II       30.77         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       Surface Programs         30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile       Equipment Operation Occupations         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31303 - Bus Driver       17.63         31310 - Taxi Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31361 - Truckdriver Light       17.63         31362 - Truck				
30463 - Technical Writer III       33.75         30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         Technician II       30.98         30493 - Unexploded Ordnance (UXO)       37.13         Technician II       30494         30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         Souther Observer (UXO) Safety       25.60         Personnel       25.60         30501 - Weather Forecaster I       25.29         30502 - Weather Forecaster II       30.77         30620 - Weather Observer Combined (See 2)       21.75         Upper Air Or       21.75         Surface Programs       30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile       20.98       31020 - Bus Aide       10.73         31010 - Airplane Pilot       30.98       31020 - Bus Aide       10.73         31030 - Bus Driver       17.63       31310 - Taxi Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57       31290 - Shuttle Bus Driver       17.63         31310 - Taxi Driver       11.57       31361 - Truckdriver Light       17.63         31362 - Truckdriver Heavy       21.98       31364 - Truckdriver Tractor-T				
30491 - Unexploded Ordnance (UXO)       25.60         Technician I       30.98         Technician II       30.98         30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         30495 - Unexploded (UXO) Sweep       25.60         Personnel       30.77         30501 - Weather Forecaster I       25.29         30502 - Weather Forecaster II       30.77         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30.98         31000 - Transportation/Mobile       29         Equipment Operation Occupations       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31290 - Shuttle Bus Driver       17.63         31310 - Taxi Driver       11.57         31362 - Truckdriver Light       17.63         31362 - Truckdriver Kedium       19.26         31363 - Truckdriver Medium       19.26         31364 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       19.76				
Technician I30492 - Unexploded Ordnance (UXO)30.98Technician II37.1330493 - Unexploded Ordnance (UXO)37.13Technician III30494 - Unexploded (UXO) Safety25.60Escort25.6030495 - Unexploded (UXO) Sweep25.60Personnel25.2930501 - Weather Forecaster I25.2930502 - Weather Forecaster II30.7730620 - Weather Observer Combined (see 2)21.75Upper Air Or21.75Surface Programs30621 - Weather Observer Senior (see 2)24.1731000 - Transportation/Mobile20.73Equipment Operation Occupations31.010 - Airplane Pilot30.9831020 - Bus Aide10.7331030 - Bus Driver17.1731260 - Parking and Lot Attendant11.5731310 - Taxi Driver Light17.6331361 - Truckdriver Light17.6331362 - Truckdriver Medium19.2631363 - Truckdriver Tractor-Trailer21.9899000 - Miscellaneous Occupations10.7699020 - Cashier10.7699050 - Desk Clerk10.76				
30492 - Unexploded Ordnance (UXO)       30.98         Technician II       30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30494 - Unexploded (UXO) Safety       25.60         Escort       30501 - Weather Forecaster I       25.29         30502 - Weather Forecaster II       30.77         30620 - Weather Forecaster II       30.77         30621 - Weather Observer Combined (see 2)       24.17         31000 - Transportation/Mobile       25.97         Equipment Operation Occupations       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31310 - Taxi Driver       17.63         31310 - Tuckdriver Light       17.63         31361 - Truckdriver Medium       19.26         31363 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       99020 - Cabin Safety Specialist       15.10         99030 - Cashier       10.76       10.76	<b>-</b> · · ·			25.60
Technician II       30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         30495 - Unexploded (UXO) Sweep       25.60         Personnel       25.29         30501 - Weather Forecaster I       25.29         30502 - Weather Forecaster II       30.77         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile       20.73         Equipment Operation Occupations       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31310 - Taxi Driver       11.57         31361 - Truckdriver Light       17.63         31362 - Truckdriver Medium       19.26         31363 - Truckdriver Heavy       21.98         31364 - Truckdriver Tractor-Trailer       19.8         99000 - Miscellaneous Occupations       19.26         99020 - Cabin Safety Specialist       15.10         99020 - Cabin Safety Specialist       10.76         99030 - Cashier				
30493 - Unexploded Ordnance (UXO)       37.13         Technician III       30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         30495 - Unexploded (UXO) Sweep       25.60         Personnel       25.29         30501 - Weather Forecaster I       30.77         30620 - Weather Forecaster II       30.77         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile       20.73         Equipment Operation Occupations       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31310 - Taxi Driver       11.57         31361 - Truckdriver Light       17.63         31362 - Truckdriver Medium       19.26         31363 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       19.26         99020 - Cabin Safety Specialist       15.10         99020 - Cabin Safety Specialist       15.10         99020 - Cabin Safety Specialist       10.76         99030 - Cashier       10.76	-			30.98
Technician III       30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         90495 - Unexploded (UXO) Sweep       25.60         Personnel       25.29         30501 - Weather Forecaster I       25.29         30502 - Weather Forecaster II       30.77         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       25.29         30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile       20.29         Equipment Operation Occupations       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31310 - Taxi Driver       17.63         31362 - Truckdriver Light       17.63         31362 - Truckdriver Kedium       19.26         31364 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       19920         99000 - Miscellaneous Occupations       199020 - Cabin Safety Specialist         99030 - Cashier       10.76         99050 - Desk Clerk       10.76	Technician II			
30494 - Unexploded (UXO) Safety       25.60         Escort       25.60         30495 - Unexploded (UXO) Sweep       25.60         Personnel       25.29         30501 - Weather Forecaster I       25.29         30502 - Weather Forecaster II       30.77         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile       20.24.17         Equipment Operation Occupations       30.98         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31310 - Taxi Driver       17.63         31361 - Truckdriver Light       17.63         31362 - Truckdriver Kedium       19.26         31363 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       19.26         99000 - Miscellaneous Occupations       19.26         99000 - Cabin Safety Specialist       15.10         99020 - Cabin Safety Specialist       15.10         99030 - Cashier       10.76         99050 -	30493 - Unexploded Ordnance (UXO)			37.13
Escort         30495 - Unexploded (UXO) Sweep         25.60           Personnel         25.29           30501 - Weather Forecaster I         30.77           30620 - Weather Forecaster II         30.77           30620 - Weather Observer Combined (see 2)         21.75           Upper Air Or         24.17           30621 - Weather Observer Senior (see 2)         24.17           31000 - Transportation/Mobile         24.17           Equipment Operation Occupations         30.98           31010 - Airplane Pilot         30.98           31020 - Bus Aide         10.73           31030 - Bus Driver         17.17           31043 - Driver Courier         15.97           31260 - Parking and Lot Attendant         11.57           31310 - Taxi Driver         11.57           31361 - Truckdriver Light         17.63           31362 - Truckdriver Medium         19.26           31363 - Truckdriver Tractor-Trailer         21.98           31364 - Truckdriver Tractor-Trailer         21.98           99000 - Miscellaneous Occupations         19.26           99020 - Cabin Safety Specialist         15.10           99020 - Cabin Safety Specialist         15.10           99020 - Cabin Safety Specialist         10.76	Technician III			
30495 - Unexploded (UXO) Sweep25.60Personnel25.2930501 - Weather Forecaster I30.7730620 - Weather Observer Combined (see 2)21.75Upper Air Or21.75Surface Programs30621 - Weather Observer Senior (see 2)24.1731000 - Transportation/Mobile25.60Equipment Operation Occupations31.010 - Airplane Pilot30.9831020 - Bus Aide10.7331030 - Bus Driver17.1731043 - Driver Courier15.9731260 - Parking and Lot Attendant11.5731361 - Truckdriver Light17.6331362 - Truckdriver Medium19.2631363 - Truckdriver Heavy21.9831364 - Truckdriver Tractor-Trailer21.9899000 - Miscellaneous Occupations10.7699030 - Cashier10.7699050 - Desk Clerk10.76	30494 - Unexploded (UXO) Safety			25.60
Personnel       25.29         30501 - Weather Forecaster II       30.77         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       21.75         Surface Programs       24.17         31000 - Transportation/Mobile       20.24.17         Equipment Operation Occupations       30.98         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31310 - Taxi Driver       11.57         31362 - Truckdriver Light       17.63         31362 - Truckdriver Kedium       19.26         31363 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       15.10         99020 - Cabin Safety Specialist       15.10         99030 - Cashier       10.76         99050 - Desk Clerk       10.76	Escort			
Personnel       25.29         30501 - Weather Forecaster II       30.77         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       21.75         Surface Programs       24.17         31000 - Transportation/Mobile       20.24.17         Equipment Operation Occupations       30.98         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31310 - Taxi Driver       11.57         31362 - Truckdriver Light       17.63         31362 - Truckdriver Kedium       19.26         31363 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       15.10         99020 - Cabin Safety Specialist       15.10         99030 - Cashier       10.76         99050 - Desk Clerk       10.76	30495 - Unexploded (UXO) Sweep			25.60
30502 - Weather Forecaster II       30.77         30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or       (see 2)       21.75         Surface Programs       (see 2)       24.17         31000 - Transportation/Mobile       20.73       21.75         Equipment Operation Occupations       30.98       31010 - Airplane Pilot       30.98         31010 - Airplane Pilot       30.98       31020 - Bus Aide       10.73         31030 - Bus Driver       17.17       31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57       31310 - Taxi Driver       17.63         31310 - Taxi Driver       11.57       31362 - Truckdriver Light       17.63         31362 - Truckdriver Medium       19.26       31363 - Truckdriver Medium       19.26         31363 - Truckdriver Tractor-Trailer       21.98       99000 - Miscellaneous Occupations       99020 - 21.98         99000 - Miscellaneous Occupations       99020 - Cabin Safety Specialist       15.10       99030 - Cashier       10.76         99050 - Desk Clerk       10.76       10.76       10.76       10.76				
30620 - Weather Observer Combined (see 2)       21.75         Upper Air Or	30501 - Weather Forecaster I			25.29
Upper Air Or         Surface Programs         30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile         Equipment Operation Occupations         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31310 - Taxi Driver       17.63         31361 - Truckdriver Light       17.63         31362 - Truckdriver Medium       19.26         31363 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       99020 - Cabin Safety Specialist       15.10         99030 - Cashier       10.76       99050 - Desk Clerk       10.76	30502 - Weather Forecaster II			30.77
Upper Air Or         Surface Programs         30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile         Equipment Operation Occupations         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31310 - Taxi Driver       17.63         31361 - Truckdriver Light       17.63         31362 - Truckdriver Medium       19.26         31363 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       99020 - Cabin Safety Specialist       15.10         99030 - Cashier       10.76       99050 - Desk Clerk       10.76	30620 - Weather Observer Combined	(see	2)	21.75
Surface Programs         30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile       2         Equipment Operation Occupations       30.98         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31310 - Taxi Driver       17.63         31361 - Truckdriver Light       17.63         31362 - Truckdriver Medium       19.26         31363 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       99020 - Cabin Safety Specialist       15.10         99030 - Cashier       10.76       10.76	Upper Air Or	•	,	
30621 - Weather Observer Senior (see 2)       24.17         31000 - Transportation/Mobile         Equipment Operation Occupations         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31310 - Taxi Driver       17.63         31361 - Truckdriver Light       17.63         31362 - Truckdriver Medium       19.26         31363 - Truckdriver Heavy       21.98         31364 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       15.10         99030 - Cashier       10.76         99050 - Desk Clerk       10.76				
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Equipment Operation Occupations         31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31290 - Shuttle Bus Driver       17.63         31310 - Taxi Driver       11.57         31361 - Truckdriver Light       17.63         31362 - Truckdriver Medium       19.26         31363 - Truckdriver Heavy       21.98         31364 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       15.10         99030 - Cabin Safety Specialist       15.10         99050 - Desk Clerk       10.76		(	_/	
31010 - Airplane Pilot       30.98         31020 - Bus Aide       10.73         31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31290 - Shuttle Bus Driver       17.63         31310 - Taxi Driver       11.57         31361 - Truckdriver Light       17.63         31362 - Truckdriver Medium       19.26         31363 - Truckdriver Heavy       21.98         31364 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       15.10         99030 - Cabin Safety Specialist       15.10         99050 - Desk Clerk       10.76	-			
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31030 - Bus Driver       17.17         31043 - Driver Courier       15.97         31260 - Parking and Lot Attendant       11.57         31290 - Shuttle Bus Driver       17.63         31310 - Taxi Driver       11.57         31361 - Truckdriver Light       17.63         31362 - Truckdriver Medium       19.26         31363 - Truckdriver Heavy       21.98         31364 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       15.10         99030 - Cashier       10.76         99050 - Desk Clerk       10.76	-			
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31362 - Truckdriver Medium       19.26         31363 - Truckdriver Heavy       21.98         31364 - Truckdriver Tractor-Trailer       21.98         99000 - Miscellaneous Occupations       21.98         99020 - Cabin Safety Specialist       15.10         99030 - Cashier       10.76         99050 - Desk Clerk       10.76				
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99000 - Miscellaneous Occupations         99020 - Cabin Safety Specialist       15.10         99030 - Cashier       10.76         99050 - Desk Clerk       10.76	-			
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99030 - Cashier       10.76         99050 - Desk Clerk       10.76	99000 - Miscellaneous Occupations			
<b>99050 - Desk Clerk</b> 10.76	99020 - Cabin Safety Specialist			15.10
	99030 - Cashier			10.76
<b>99095 - Embalmer</b> 26.66	99050 - Desk Clerk			10.76
	99095 - Embalmer			26.66

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	11.69
I	
99252 - Laboratory Animal Caretaker	12.90
II	
99260 - Marketing Analyst	24.11
99310 - Mortician	26.66
99410 - Pest Controller	17.07
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.37
99711 - Recycling Specialist	25.07
99730 - Refuse Collector	17.70
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	13.68
99830 - Survey Party Chief	24.05
99831 - Surveying Aide	21.87
99832 - Surveying Technician	22.06
99840 - Vending Machine Attendant	16.99
99841 - Vending Machine Repairer	22.26
99842 - Vending Machine Repairer	16.93
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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.: 2015-5455
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	ns  Date Of Last Revision: 12/27/2021

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

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

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

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

State: New Mexico

Area: New Mexico Counties of Chaves Eddy Lincoln Otero

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.91
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		17.47
01020 - Administrative Assistant		27.93
01035 - Court Reporter		17.69
01041 - Customer Service		12.65
Representative I		
01042 - Customer Service		14.04
Representative II		

01043 - Customer Service Representative III		15.51
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.38
01060 - Dispatcher Motor Vehicle		20.77
01070 - Document Preparation Clerk		14.08
01090 - Duplicating Machine Operator		14.08
01111 - General Clerk I		11.09
01112 - General Clerk II		12.10
01113 - General Clerk III		13.59
01120 - Housing Referral Assistant		19.72
01141 - Messenger Courier		11.49
01191 - Order Clerk I		12.91
01192 - Order Clerk II		14.08
01261 - Personnel Assistant		16.77
(Employment) I		
01262 - Personnel Assistant		18.75
(Employment) II		
01263 - Personnel Assistant		20.90
(Employment) III		
01270 - Production Control Clerk		26.40
01290 - Rental Clerk		14.64
01300 - Scheduler Maintenance		15.82
01311 - Secretary I		15.82
01312 - Secretary II		17.69
01313 - Secretary III		19.72
01320 - Service Order Dispatcher		18.57
01410 - Supply Technician		27.75
01420 - Survey Worker		16.58
01460 - Switchboard		12.60
Operator/Receptionist		
01531 - Travel Clerk I		11.87
01532 - Travel Clerk II		12.81
01533 - Travel Clerk III		13.76
01611 - Word Processor I		13.85
01612 - Word Processor II		15.54
01613 - Word Processor III		17.39
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		20.21
Fiberglass		
05010 - Automotive	Electrician	16.69
05040 - Automotive Glass Installer		15.48
05070 - Automotive Worker		15.48
05110 - Mobile Equipment Servicer		13.04
05130 - Motor Equipment Metal		17.95
Mechanic		
05160 - Motor Equipment Metal Worker		15.48
05190 - Motor Vehicle Mechanic		17.95
05220 - Motor Vehicle Mechanic		11.81
Helper		

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05250 - Motor Vehicle Upholstery	14.24
Worker	1 5 4 6
05280 - Motor Vehicle Wrecker	15.48
05310 - Painter Automotive	16.69
05340 - Radiator Repair Specialist	15.48
05370 - Tire Repairer	14.25
05400 - Transmission Repair	17.95
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.42
07041 - Cook I	11.30
07042 - Cook II	13.41
07070 - Dishwasher	9.95
07130 - Food Service Worker	9.56
07210 - Meat Cutter	15.88
07260 - Waiter/Waitress	9.49
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.93
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	20.93
09090 - Furniture Refinisher Helper	16.19
09110 - Furniture Repairer Minor	19.26
09130 - Upholsterer	20.93
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.10
11060 - Elevator Operator	11.10
11090 - Gardener	17.69
11122 - Housekeeping Aide	11.93
11150 - Janitor	11.93
11210 - Laborer Grounds Maintenance	12.70
11240 - Maid or Houseman	10.27
11260 - Pruner	11.17
11270 - Tractor Operator	16.03
11330 - Trail Maintenance Worker	12.70
11360 - Window Cleaner	13.57
12000 - Health Occupations	
12010 - Ambulance Driver	16.12
12011 - Breath Alcohol Technician	22.65
12012 - Certified Occupational	27.33
Therapist Assistant	
12015 - Certified Physical Therapist	23.20
Assistant	
12020 - Dental Assistant	16.62
12025 - Dental Hygienist	42.01
12030 - EKG Technician	33.30
12035 - Electroneurodiagnostic	33.30
Technologist	

12040 - Emergency Medical Technician	16.12
12071 - Licensed Practical Nurse I	21.13
12072 - Licensed Practical Nurse II	23.63
12073 - Licensed Practical Nurse III	26.34
12100 - Medical Assistant	14.20
12130 - Medical Laboratory	22.19
Technician	
12160 - Medical Record Clerk	16.12
12190 - Medical Record Technician	18.04
12195 - Medical Transcriptionist	20.94
12210 - Nuclear Medicine	51.93
Technologist	11 00
12221 - Nursing Assistant I	11.82
12222 - Nursing Assistant II	13.29
12223 - Nursing Assistant III	14.50
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	15.40
12236 - Optical Technician	16.48
12250 - Pharmacy Technician	16.30
12280 - Phlebotomist	14.76
12305 - Radiologic Technologist	27.70
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	28.64
12313 - Registered Nurse II	28.64
Specialist	
12314 - Registered Nurse III	34.65
12315 - Registered Nurse III	34.65
Anesthetist	
12316 - Registered Nurse IV	41.55
12317 - Scheduler (Drug and Alcohol	28.45
Testing)	
12320 - Substance Abuse Treatment	24.28
Counselor	
13000 - Information And Arts	
Occupations	10 1 -
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	23.08
13013 - Exhibits Specialist III	27.03
13041 - Illustrator I	19.15
13042 - Illustrator II	23.08
13043 - Illustrator III	27.03
13047 - Librarian	24.46
13050 - Library Aide/Clerk	11.49
13054 - Library Information	22.09
Technology Systems	
Administrator	17 04
13058 - Library Technician	17.24
13061 - Media Specialist I	15.83
13062 - Media Specialist II	17.83
13063 - Media Specialist III	19.88

13071 - Photographer I		15.38
13072 - Photographer II		17.20
13073 - Photographer III		21.31
13074 - Photographer IV		26.07
13075 - Photographer V		31.55
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		15.38
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.54
14042 - Computer Operator II		18.71
14043 - Computer Operator III		20.88
14044 - Computer Operator IV		23.20
14045 - Computer Operator V		25.67
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	20.00
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst I	(see 1)	
14102 Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14105 - Computer Systems Analyst III 14150 - Peripheral Equipment	(266 1)	16.54
Operator		10.04
14160 - Personal Computer Support		23.42
Technician		23.42
		20 01
14170 - System Support Specialist		30.21
15000 - Instructional Occupations		00 40
15010 - Aircrew Training Devices		28.42
Instructor (Non-Rated)		24 20
15020 - Aircrew Training Devices		34.38
Instructor (Rated)		41 01
15030 - Air Crew Training Devices		41.21
Instructor (Pilot)		
15050 - Computer Based Training		28.42
Specialist / Instructor		
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		41.21
15080 - Graphic Artist		19.52
15085 - Maintenance Test Pilot Fixed		40.31
Jet/Prop		
15086 - Maintenance Test Pilot		40.31
Rotary Wing		
15088 - Non-Maintenance Test/Co-		40.31
Pilot		
15090 - Technical Instructor		24.97
15095 - Technical Instructor/Course		30.54
Developer		
15110 - Test Proctor		20.15

	00.15
15120 - Tutor	20.15
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 00
16010 - Assembler	11.69
16030 - Counter Attendant	11.69
16040 - Dry Cleaner	13.36
16070 - Finisher Flatwork Machine	11.69
16090 - Presser Hand	11.69
16110 - Presser Machine Drycleaning	11.69
16130 - Presser Machine Shirts	11.69
16160 - Presser Machine Wearing	11.69
Apparel Laundry	10.00
16190 - Sewing Machine Operator	13.92
16220 - Tailor	14.48
16250 - Washer Machine	12.25
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.98
Room)	
19040 - Tool And Die Maker	30.69
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	14.93
21030 - Material Coordinator	26.40
21040 - Material Expediter	26.40
21050 - Material Handling Laborer	13.39
21071 - Order Filler	12.94
21080 - Production Line Worker (Food	14.93
Processing)	
21110 - Shipping Packer	16.85
21130 - Shipping/Receiving Clerk	16.85
21140 - Store Worker I	10.96
21150 - Stock Clerk	15.23
21210 - Tools And Parts Attendant	14.93
21410 - Warehouse Specialist	14.93
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	31.31
23019 - Aircraft Logs and Records	23.28
Technician	
23021 - Aircraft Mechanic I	29.33
23022 - Aircraft Mechanic II	31.31
23023 - Aircraft Mechanic III	33.13
23040 - Aircraft Mechanic Helper	19.31
23050 - Aircraft Painter	27.27
23060 - Aircraft Servicer	23.28
23070 - Aircraft Survival Flight	27.27
Equipment Technician	
23080 - Aircraft Worker	25.29

23091 - Aircrew Life Support	25.29
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.33
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.98
23120 - Bicycle Repairer	18.73
23125 - Cable Splicer	29.85
23130 - Carpenter Maintenance	19.38
23140 - Carpet Layer	22.24
23160 - Electrician Maintenance	26.56
23181 - Electronics Technician	24.97
Maintenance I	
23182 - Electronics Technician	26.93
Maintenance II	
23183 - Electronics Technician	28.96
Maintenance III	
23260 - Fabric Worker	20.47
23290 - Fire Alarm System Mechanic	28.34
23310 - Fire Extinguisher Repairer	18.73
23311 - Fuel Distribution System	34.20
Mechanic	
23312 - Fuel Distribution System	24.84
Operator	
23370 - General Maintenance Worker	15.68
23380 - Ground Support Equipment	29.33
Mechanic	
23381 - Ground Support Equipment	23.28
Servicer	
23382 - Ground Support Equipment	25.29
Worker	
23391 - Gunsmith I	18.73
23392 - Gunsmith II	22.24
23393 - Gunsmith III	25.80
23410 - Heating Ventilation And Air-	19.50
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	20.86
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	23.98
23460 - Instrument Mechanic	25.80
23465 - Laboratory/Shelter Mechanic	23.98
23470 - Laborer	13.39
23510 - Locksmith	23.66
23530 - Machinery Maintenance	28.79
Mechanic	20.75
23550 - Machinist Maintenance	24.70
	21.10

23580 - Maintenance Trades Helper	15.41
23591 - Metrology Technician I	25.80
23592 - Metrology Technician II	27.53
23593 - Metrology Technician III	29.14
23640 - Millwright	25.80
23710 - Office Appliance Repairer	23.98
23760 - Painter Maintenance	19.21
23790 - Pipefitter Maintenance	23.52
23810 - Plumber Maintenance	22.03
23820 - Pneudraulic Systems Mechanic	25.80
23850 - Rigger	25.80
23870 - Scale Mechanic	22.24
23890 - Sheet-Metal Worker	24.64
Maintenance	4 - 04
23910 - Small Engine Mechanic	17.91
23931 - Telecommunications Mechanic	24.39
I	
23932 - Telecommunications Mechanic	26.03
II	05 00
23950 - Telephone Lineman	25.80
23960 - Welder Combination	26.29
Maintenance	
23965 - Well Driller	24.28
23970 - Woodcraft Worker	25.80
23980 - Woodworker	18.73
24000 - Personal Needs Occupations	
24550 - Case Manager	17.68
24570 - Child Care Attendant	9.70
24580 - Child Care Center Clerk	12.09
24610 - Chore Aide	9.96
24620 - Family Readiness And Support	17.68
Services	
Coordinator	17 60
24630 - Homemaker	17.68
25000 - Plant And System Operations	
Occupations	05 00
Occupations 25010 - Boiler Tender	25.80
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	19.40
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	19.40 25.80
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	19.40 25.80 16.97
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	19.40 25.80
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	19.40 25.80 16.97
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	19.40 25.80 16.97 19.40
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	19.40 25.80 16.97 19.40 16.03
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	19.40 25.80 16.97 19.40 16.03 14.07
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	19.40 25.80 16.97 19.40 16.03 14.07 18.66
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	19.40 25.80 16.97 19.40 16.03 14.07 18.66 19.57
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	19.40 25.80 16.97 19.40 16.03 14.07 18.66 19.57 16.07
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	19.40 25.80 16.97 19.40 16.03 14.07 18.66 19.57

27101 - Guard I	14.07
27102 - Guard II	16.07
27131 - Police Officer I	22.65
27132 - Police Officer II	25.17
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.25
28042 - Carnival Equipment Repairer	16.84
28043 - Carnival Worker	10.52
28210 - Gate Attendant/Gate Tender	13.96
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.61
28510 - Recreation Aide/Health	11.39
Facility Attendant	
28515 - Recreation Specialist	19.34
28630 - Sports Official	12.43
28690 - Swimming Pool Operator	19.99
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.33
29020 - Hatch Tender	28.33
29030 - Line Handler	28.33
29041 - Stevedore I	26.07
29042 - Stevedore II	30.55
30000 - Technical Occupations	
30010 - Air Traffic Control (see	e 2) 40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see	e 2) 27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.13
30022 - Archeological Technician II	20.27
30023 - Archeological Technician III	25.11
30030 - Cartographic Technician	25.12
30040 - Civil Engineering Technician	22.47
30051 - Cryogenic Technician I	25.25
30052 - Cryogenic Technician II	27.89
30061 - Drafter/CAD Operator I	16.46
30062 - Drafter/CAD Operator II	18.40
30063 - Drafter/CAD Operator III	20.51
30064 - Drafter/CAD Operator IV	26.25
30081 - Engineering Technician I	15.89
30082 - Engineering Technician II	17.85
30083 - Engineering Technician III	20.27
30084 - Engineering Technician IV	24.96
30085 - Engineering Technician V	30.25
30086 - Engineering Technician VI	36.61
30090 - Environmental Technician	21.45
30095 - Evidence Control Specialist	22.80
30210 - Laboratory Technician	20.51

30221 - Latent Fingerprint	25.25
Technician I	0 - 0 0
30222 - Latent Fingerprint	27.89
Technician II	
30240 - Mathematical Technician	24.90
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant	30.98
III	
30364 - Paralegal/Legal Assistant IV	37.48
30375 - Petroleum Supply Specialist	27.89
30390 - Photo-Optics Technician	22.90
30395 - Radiation Control Technician	27.89
30461 - Technical Writer I	26.05
30462 - Technical Writer II	31.87
30463 - Technical Writer III	38.56
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	20.00
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	50.90
	37.13
30493 - Unexploded Ordnance (UXO)	57.15
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	0.5
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	25.25
30502 - Weather Forecaster II	30.72
	2) 20.51
Upper Air Or	
Surface Programs	
	2) 22.80
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	10.63
31030 - Bus Driver	16.15
31043 - Driver Courier	15.24
31260 - Parking and Lot Attendant	10.69
31290 - Shuttle Bus Driver	16.49
31310 - Taxi Driver	11.57
31361 - Truckdriver Light	16.82
31362 - Truckdriver Medium	18.89
31363 - Truckdriver Heavy	21.56
31364 - Truckdriver Tractor-Trailer	21.50
99000 - Miscellaneous Occupations	21.00
99020 - Cabin Safety Specialist	
	15.10
99030 - Cashier	10.76

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	11.19
I	
99252 - Laboratory Animal Caretaker	12.34
II	
99260 - Marketing Analyst	24.11
99310 - Mortician	26.66
99410 - Pest Controller	16.72
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.14
99711 - Recycling Specialist	23.14
99730 - Refuse Collector	15.65
99810 - Sales Clerk	11.73
99820 - School Crossing Guard	12.47
99830 - Survey Party Chief	26.88
99831 - Surveying Aide	18.61
99832 - Surveying Technician	21.97
99840 - Vending Machine Attendant	15.92
99841 - Vending Machine Repairer	20.20
99842 - Vending Machine Repairer	15.92
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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	
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labo	r   WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5457
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determinatio	ns  Date Of Last Revision: 12/27/2021

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

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

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

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

State: New Mexico

Area: New Mexico Counties of Curry Lea Quay Roosevelt Union

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.91
01012 - Accounting Clerk II		15.62
01013 - Accounting Clerk III		17.47
01020 - Administrative Assistant		27.93
01035 - Court Reporter		17.69
01041 - Customer Service		12.65
Representative I		
01042 - Customer Service		14.04
Representative II		

01043 - Customer Service Representative III		15.51
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.38
01060 - Dispatcher Motor Vehicle		20.77
01070 - Document Preparation Clerk		14.08
01090 - Duplicating Machine Operator		14.08
01111 - General Clerk I		11.75
01112 - General Clerk II		16.25
01113 - General Clerk III		16.70
01120 - Housing Referral Assistant		19.72
01141 - Messenger Courier		11.49
01191 - Order Clerk I		12.91
01192 - Order Clerk II		14.08
01261 - Personnel Assistant		16.77
(Employment) I		
01262 - Personnel Assistant		18.75
(Employment) II		
01263 - Personnel Assistant		20.90
(Employment) III		
01270 - Production Control Clerk		26.40
01290 - Rental Clerk		14.64
01300 - Scheduler Maintenance		15.82
01311 - Secretary I		15.82
01312 - Secretary II		17.77
01313 - Secretary III		19.72
01320 - Service Order Dispatcher		18.57
01410 - Supply Technician		27.93
01420 - Survey Worker		17.69
01460 - Switchboard		12.60
Operator/Receptionist		
01531 - Travel Clerk I		11.87
01532 - Travel Clerk II		12.81
01533 - Travel Clerk III		13.76
01611 - Word Processor I		13.85
01612 - Word Processor II		15.54
01613 - Word Processor III		17.39
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.01
Fiberglass		
05010 - Automotive	Electrician	19.89
05040 - Automotive Glass Installer		18.62
05070 - Automotive Worker		18.62
05110 - Mobile Equipment Servicer		16.12
05130 - Motor Equipment Metal		21.12
Mechanic		
05160 - Motor Equipment Metal Worker		18.62
05190 - Motor Vehicle Mechanic		
ADIA WOLDI VENICIE MECHANIC		21.40
05220 - Motor Vehicle Mechanic		21.40 14.89

05250 - Motor Vehicle Upholstery Worker	17.39
	10 60
05280 - Motor Vehicle Wrecker	18.62
05310 - Painter Automotive	19.89
05340 - Radiator Repair Specialist	18.62
05370 - Tire Repairer	14.25
05400 - Transmission Repair	21.12
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.42
07041 - Cook I	11.30
07042 - Cook II	13.41
07070 - Dishwasher	9.95
07130 - Food Service Worker	9.56
07210 - Meat Cutter	15.88
07260 - Waiter/Waitress	9.49
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.01
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	23.01
09090 - Furniture Refinisher Helper	16.40
09110 - Furniture Repairer Minor	19.77
09130 - Upholsterer	23.01
11000 - General Services And Support	23.01
Occupations	
11030 - Cleaner Vehicles	11.10
11050 - Cleaner Venicles 11060 - Elevator Operator	11.10
11090 - Gardener	
	17.69
11122 - Housekeeping Aide	
11150 - Janitor	11.93
11210 - Laborer Grounds Maintenance	12.70
11240 - Maid or Houseman	10.27
11260 - Pruner	11.17
11270 - Tractor Operator	16.03
11330 - Trail Maintenance Worker	12.70
11360 - Window Cleaner	13.57
12000 - Health Occupations	10 15
12010 - Ambulance Driver	16.15
12011 - Breath Alcohol Technician	22.65
12012 - Certified Occupational	29.08
Therapist Assistant	04 05
12015 - Certified Physical Therapist	24.27
Assistant	
12020 - Dental Assistant	16.62
12025 - Dental Hygienist	42.01
12030 - EKG Technician	33.30
12035 - Electroneurodiagnostic	33.30
Technologist	

12040 - Emergency Medical Technician	16.15
12071 - Licensed Practical Nurse I	21.13
12072 - Licensed Practical Nurse II	23.63
12073 - Licensed Practical Nurse III	26.34
12100 - Medical Assistant	14.20
12130 - Medical Laboratory	22.85
Technician	
12160 - Medical Record Clerk	16.12
12190 - Medical Record Technician	18.04
12195 - Medical Transcriptionist	20.74
12210 - Nuclear Medicine	49.76
Technologist	
12221 - Nursing Assistant I	11.82
12222 - Nursing Assistant II	13.29
12223 - Nursing Assistant III	14.50
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	15.40
12236 - Optical Technician	20.24
12250 - Pharmacy Technician	16.30
12280 - Phlebotomist	14.76
12305 - Radiologic Technologist	27.70
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61
12313 - Registered Nurse II	29.61
Specialist	
12314 - Registered Nurse III	35.83
12315 - Registered Nurse III	35.83
Anesthetist	
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol	28.05
Testing)	
12320 - Substance Abuse Treatment	24.28
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.20
13012 - Exhibits Specialist II	21.31
13013 - Exhibits Specialist III	26.07
13041 - Illustrator I	17.20
13042 - Illustrator II	21.31
13043 - Illustrator III	26.07
13047 - Librarian	23.60
13050 - Library Aide/Clerk	10.33
13054 - Library Information	21.31
Technology Systems	
Administrator	
13058 - Library Technician	14.76
13061 - Media Specialist I	15.38
13062 - Media Specialist II	17.20
13063 - Media Specialist III	19.17

13071 - Photographer I		15.38
13072 - Photographer II		17.20
13073 - Photographer III		21.31
13074 - Photographer IV		26.07
13075 - Photographer V		31.55
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		15.38
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.91
14043 - Computer Operator III		21.43
14044 - Computer Operator IV		23.79
14045 - Computer Operator V		26.36
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
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	(/	16.91
Operator		
14160 - Personal Computer Support		23.79
Technician		
14170 - System Support Specialist		30.21
15000 - Instructional Occupations		00.111
15010 - Aircrew Training Devices		27.98
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		34.92
Instructor (Rated)		01002
15030 - Air Crew Training Devices		41.21
Instructor (Pilot)		
15050 - Computer Based Training		27.98
Specialist / Instructor		27.50
15060 - Educational Technologist		35.19
15070 - Flight Instructor (Pilot)		41.21
15080 - Graphic Artist		19.64
15085 - Maintenance Test Pilot Fixed		40.31
Jet/Prop		10.01
15086 - Maintenance Test Pilot		40.31
Rotary Wing		10.01
15088 - Non-Maintenance Test/Co-		40.31
Pilot		10.01
15090 - Technical Instructor		24.97
15095 - Technical Instructor/Course		30.54
Developer		50.54
15110 - Test Proctor		20.15
IJIIV - IESU FIUGUUI		20.13

	00 1 5
15120 - Tutor	20.15
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 00
16010 - Assembler	11.69
16030 - Counter Attendant	11.69
16040 - Dry Cleaner	13.36
16070 - Finisher Flatwork Machine	11.69
16090 - Presser Hand	11.69
16110 - Presser Machine Drycleaning	11.69
16130 - Presser Machine Shirts	11.69
16160 - Presser Machine Wearing	11.69
Apparel Laundry	10.00
16190 - Sewing Machine Operator	13.92
16220 - Tailor	14.48
16250 - Washer Machine	12.25
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.98
Room)	
19040 - Tool And Die Maker	30.69
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	16.12
21030 - Material Coordinator	26.40
21040 - Material Expediter	26.40
21050 - Material Handling Laborer	13.46
21071 - Order Filler	12.94
21080 - Production Line Worker (Food	16.12
Processing)	
21110 - Shipping Packer	16.85
21130 - Shipping/Receiving Clerk	16.85
21140 - Store Worker I	10.96
21150 - Stock Clerk	15.23
21210 - Tools And Parts Attendant	16.12
21410 - Warehouse Specialist	16.12
23000 - Mechanics And Maintenance And	
Repair Occupations	21 21
23010 - Aerospace Structural Welder	31.31
23019 - Aircraft Logs and Records	23.28
Technician	00.00
23021 - Aircraft Mechanic I	29.33
23022 - Aircraft Mechanic II	31.31
23023 - Aircraft Mechanic III	33.13
23040 - Aircraft Mechanic Helper	19.31
23050 - Aircraft Painter	27.27
23060 - Aircraft Servicer	23.28
23070 - Aircraft Survival Flight	27.27
Equipment Technician	25 20
23080 - Aircraft Worker	25.29

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23091 - Aircrew Life Support	25.29
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.33
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.98
23120 - Bicycle Repairer	18.73
23125 - Cable Splicer	30.17
23130 - Carpenter Maintenance	19.38
23140 - Carpet Layer	22.24
23160 - Electrician Maintenance	26.56
23181 - Electronics Technician	24.97
Maintenance I	
23182 - Electronics Technician	26.93
Maintenance II	
23183 - Electronics Technician	28.96
Maintenance III	
23260 - Fabric Worker	20.47
23290 - Fire Alarm System Mechanic	28.34
23310 - Fire Extinguisher Repairer	18.73
23311 - Fuel Distribution System	32.26
Mechanic	
23312 - Fuel Distribution System	24.84
Operator	
23370 - General Maintenance Worker	15.84
23380 - Ground Support Equipment	29.33
Mechanic	
23381 - Ground Support Equipment	23.28
Servicer	
23382 - Ground Support Equipment	25.29
Worker	
23391 - Gunsmith I	18.73
23392 - Gunsmith II	22.24
23393 - Gunsmith III	25.80
23410 - Heating Ventilation And Air-	20.00
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.34
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	23.98
23460 - Instrument Mechanic	25.80
23465 - Laboratory/Shelter Mechanic	23.98
23470 - Laborer	13.46
23510 - Locksmith	23.67
23530 - Machinery Maintenance	28.93
Mechanic	
23550 - Machinist Maintenance	24.93

23580 - Maintenance Trades Helper	16.08
23591 - Metrology Technician I	25.80
23592 - Metrology Technician II	27.53
23593 - Metrology Technician III	29.14
23640 - Millwright	25.80
23710 - Office Appliance Repairer	23.98
23760 - Painter Maintenance	19.21
23790 - Pipefitter Maintenance	23.69
23810 - Plumber Maintenance	22.62
23820 - Pneudraulic Systems Mechanic	25.80
23850 - Rigger	25.80
23870 - Scale Mechanic	22.24
23890 - Sheet-Metal Worker	25.61
Maintenance	17 01
23910 - Small Engine Mechanic	17.91
23931 - Telecommunications Mechanic	24.39
23932 - Telecommunications Mechanic	26.03
II 22050 Welenberg Linemer	
23950 - Telephone Lineman 23960 - Welder Combination	25.80
	26.29
Maintenance 23965 - Well Driller	24 02
23965 - Well Driller 23970 - Woodcraft Worker	24.92 25.80
23980 - Woodcraft worker 23980 - Woodworker	
	18.73
24000 - Personal Needs Occupations	17.39
24550 - Case Manager 24570 - Child Care Attendant	9.70
24570 - Child Care Center Clerk	12.97
24580 - Child Cale Center Clerk 24610 - Chore Aide	9.96
24620 - Family Readiness And Support	17.39
Services	11.55
Coordinator	
24630 - Homemaker	17.52
25000 - Plant And System Operations	11.52
Occupations	
25010 - Boiler Tender	25.80
25040 - Sewage Plant Operator	19.40
25070 - Stationary Engineer	25.80
25190 - Ventilation Equipment Tender	16.97
25210 - Water Treatment Plant	19.40
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.03
27007 - Baggage Inspector	14.36
27008 - Corrections Officer	17.77
27010 - Court Security Officer	19.57
27030 - Detection Dog Handler	16.07
27040 - Detention Officer	17.77
27070 - Firefighter	21.43

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27101 - Guard I			14.36
27102 - Guard II			16.07
27131 - Police Officer I			23.04
27132 - Police Officer II			25.57
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.65
28042 - Carnival Equipment Repairer			15.92
28043 - Carnival Worker			10.52
28210 - Gate Attendant/Gate Tender			13.96
28310 - Lifeguard			11.84
28350 - Park Attendant (Aide)			15.61
28510 - Recreation Aide/Health			11.39
Facility Attendant			
28515 - Recreation Specialist			19.34
28630 - Sports Official			12.43
28690 - Swimming Pool Operator			18.91
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			28.33
29020 - Hatch Tender			28.33
29030 - Line Handler			28.33
29041 - Stevedore I			26.07
29042 - Stevedore II			30.55
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			16.46
30022 - Archeological Technician II			18.40
30023 - Archeological Technician III			22.80
30030 - Cartographic Technician			22.80
30040 - Civil Engineering Technician			22.47
30051 - Cryogenic Technician I			25.25
30052 - Cryogenic Technician II			27.89
30061 - Drafter/CAD Operator I			16.46
30062 - Drafter/CAD Operator II			18.40
30063 - Drafter/CAD Operator III			20.71
30064 - Drafter/CAD Operator IV			25.25
30081 - Engineering Technician I			15.89
30082 - Engineering Technician II			17.85
30083 - Engineering Technician III			19.96
30084 - Engineering Technician IV			24.73
30085 - Engineering Technician V			30.25
30086 - Engineering Technician VI			36.61
30090 - Environmental Technician			21.53
30095 - Evidence Control Specialist			22.80
30210 - Laboratory Technician			20.51
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30221 - Latent Fingerprint			25.25
Technician I			
30222 - Latent Fingerprint			27.89
Technician II			
30240 - Mathematical Technician			22.80
30361 - Paralegal/Legal Assistant I			20.44
30362 - Paralegal/Legal Assistant II			25.32
30363 - Paralegal/Legal Assistant			30.98
III			
30364 - Paralegal/Legal Assistant IV			37.48
30375 - Petroleum Supply Specialist			27.89
30390 - Photo-Optics Technician			22.80
30395 - Radiation Control Technician			27.89
30461 - Technical Writer I			22.80
30462 - Technical Writer II			27.89
30463 - Technical Writer III			33.75
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			25.25
30502 - Weather Forecaster II			30.72
30620 - Weather Observer Combined	(see	2)	20.71
Upper Air Or	<b>、</b>	,	
Surface Programs			
-	(see	2)	22.80
31000 - Transportation/Mobile	(500	2,	22.00
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			12.01
31030 - Bus Driver			17.05
31043 - Driver Courier			15.85
31260 - Parking and Lot Attendant			11.56
31290 - Shuttle Bus Driver			17.16
31310 - Taxi Driver			11.57
31361 - Truckdriver Light			17.16
31362 - Truckdriver Medium			19.26
31363 - Truckdriver Heavy			21.67
31364 - Truckdriver Tractor-Trailer			21.67
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			10.76
99050 - Desk Clerk			11.45
99095 - Embalmer			26.66
-			

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	11.38
I	
99252 - Laboratory Animal Caretaker	12.33
II	
99260 - Marketing Analyst	24.11
99310 - Mortician	26.66
99410 - Pest Controller	16.72
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.51
99711 - Recycling Specialist	25.90
99730 - Refuse Collector	18.04
99810 - Sales Clerk	11.73
99820 - School Crossing Guard	12.47
99830 - Survey Party Chief	23.02
99831 - Surveying Aide	16.01
99832 - Surveying Technician	21.97
99840 - Vending Machine Attendant	16.99
99841 - Vending Machine Repairer	22.26
99842 - Vending Machine Repairer	16.99
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5459 Revision No.: 18 Date Of Last Revision: 12/27/2021

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

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

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

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

State: New Mexico

Area: New Mexico County of Catron

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.97
01013 - Accounting Clerk III		17.86
01020 - Administrative Assistant		26.61
01035 - Court Reporter		18.61
01041 - Customer Service		12.17
Representative I		
01042 - Customer Service		13.68
Representative II		

01043 - Customer Service Representative III		14.92
01051 - Data Entry Operator I		12.80
01052 - Data Entry Operator II		13.97
01060 - Dispatcher Motor Vehicle		18.35
01070 - Document Preparation Clerk		13.97
01090 - Duplicating Machine Operator		13.97
01111 - General Clerk I		12.12
01112 - General Clerk II		13.23
01113 - General Clerk III		14.86
01120 - Housing Referral Assistant		19.56
01141 - Messenger Courier		11.39
01191 - Order Clerk I		12.80
01192 - Order Clerk II		13.97
01261 - Personnel Assistant		15.75
(Employment) I		
01262 - Personnel Assistant		17.61
(Employment) II		
01263 - Personnel Assistant		19.63
(Employment) III		
01270 - Production Control Clerk		23.17
01290 - Rental Clerk		13.50
01300 - Scheduler Maintenance		15.69
01311 - Secretary I		15.69
01312 - Secretary II		17.54
01313 - Secretary III		19.56
01320 - Service Order Dispatcher		16.40
01410 - Supply Technician		26.61
01420 - Survey Worker		15.41
01460 - Switchboard		14.82
Operator/Receptionist		
01531 - Travel Clerk I		11.87
01532 - Travel Clerk II		12.81
01533 - Travel Clerk III		13.76
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		19.93
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		17.40
05070 - Automotive Worker		17.40
05110 - Mobile Equipment Servicer		14.85
05130 - Motor Equipment Metal		19.79
Mechanic		1
05160 - Motor Equipment Metal Worker		17.40
05190 - Motor Vehicle Mechanic		19.93
05220 - Motor Vehicle Mechanic Helper		13.62
TT - I		

05250 - Motor Vehicle Upholstery	16.38
Worker	1 7 4 0
05280 - Motor Vehicle Wrecker	17.40
05310 - Painter Automotive	18.91
05340 - Radiator Repair Specialist	17.40
05370 - Tire Repairer	12.40
05400 - Transmission Repair	19.79
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.77
07041 - Cook I	11.51
07042 - Cook II	13.73
07070 - Dishwasher	9.75
07130 - Food Service Worker	11.64
07210 - Meat Cutter	17.54
07260 - Waiter/Waitress	9.46
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.60
09040 - Furniture Handler	13.51
09080 - Furniture Refinisher	23.60
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer Minor	20.67
09130 - Upholsterer	23.60
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.19
11060 - Elevator Operator	11.19
11090 - Gardener	18.23
11122 - Housekeeping Aide	11.75
11150 - Janitor	11.75
11210 - Laborer Grounds Maintenance	12.74
11240 - Maid or Houseman	11.32
11260 - Pruner	10.92
11270 - Tractor Operator	16.36
11330 - Trail Maintenance Worker	12.74
11360 - Window Cleaner	13.17
12000 - Health Occupations	
12010 - Ambulance Driver	15.94
12011 - Breath Alcohol Technician	22.83
12012 - Certified Occupational	31.33
Therapist Assistant	
12015 - Certified Physical Therapist	27.97
Assistant	
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	39.93
12030 - EKG Technician	34.59
12035 - Electroneurodiagnostic	34.59
Technologist	
-	

	1 - 0 4
12040 - Emergency Medical Technician	15.94
12071 - Licensed Practical Nurse I	20.41
12072 - Licensed Practical Nurse II	22.83
12073 - Licensed Practical Nurse III	25.46
12100 - Medical Assistant	15.34
12130 - Medical Laboratory	26.87
Technician	
12160 - Medical Record Clerk	16.48
12190 - Medical Record Technician	18.58
12195 - Medical Transcriptionist	19.20
12210 - Nuclear Medicine	47.95
Technologist	
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.49
12223 - Nursing Assistant III	14.72
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	20.63
12236 - Optical Technician	19.34
12250 - Pharmacy Technician	17.71
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	29.61
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06
12313 - Registered Nurse II	31.06
Specialist	
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III	37.58
Anesthetist	
12316 - Registered Nurse IV	45.04
12317 - Scheduler (Drug and Alcohol	27.03
Testing)	27.000
12320 - Substance Abuse Treatment	25.49
Counselor	20110
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.09
13012 - Exhibits Specialist II	23.30
13013 - Exhibits Specialist III	27.86
13041 - Illustrator I	17.71
13042 - Illustrator II	21.95
13042 Illustrator III	25.86
13047 - Librarian	25.20
13050 - Library Aide/Clerk	10.02
13054 - Library Information	22.74
Technology Systems	22.14
Administrator	
13058 - Library Technician	15.10
13061 - Media Specialist I	16.84
13061 - Media Specialist I 13062 - Media Specialist II	18.90
-	
13063 - Media Specialist III	20.98

13071 - Photographer I		17.47
13072 - Photographer II		19.39
13073 - Photographer III		23.87
13074 - Photographer IV		26.73
13075 - Photographer V		32.33
13090 - Technical Order Library		16.00
Clerk		
13110 - Video Teleconference		18.57
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.13
14042 - Computer Operator II		20.28
14043 - Computer Operator III		23.13
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		29.45
14071 - Computer Programmer I	(see 1)	24.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(200 1)	18.13
Operator		10,10
14160 - Personal Computer Support		25.73
Technician		20.70
14170 - System Support Specialist		29.58
15000 - Instructional Occupations		29.00
15010 - Aircrew Training Devices		30.38
Instructor (Non-Rated)		30.30
15020 - Aircrew Training Devices		36.73
Instructor (Rated)		50.75
15030 - Air Crew Training Devices		44.06
Instructor (Pilot)		44.00
		30.38
15050 - Computer Based Training		30.30
Specialist / Instructor		21 60
15060 - Educational Technologist		31.68 44.06
15070 - Flight Instructor (Pilot)		
15080 - Graphic Artist		27.57
15085 - Maintenance Test Pilot Fixed		44.06
Jet/Prop		11 00
15086 - Maintenance Test Pilot		44.06
Rotary Wing		11 00
15088 - Non-Maintenance Test/Co-		44.06
Pilot		
15090 - Technical Instructor		20.83
15095 - Technical Instructor/Course		27.57
Developer		1 0 0 1
15110 - Test Proctor		16.81

	1 C 0 1
15120 - Tutor	16.81
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 CO
16010 - Assembler	11.69
16030 - Counter Attendant	11.69
16040 - Dry Cleaner	13.36
16070 - Finisher Flatwork Machine	11.69
16090 - Presser Hand	11.69
16110 - Presser Machine Drycleaning	11.69
16130 - Presser Machine Shirts	11.69
16160 - Presser Machine Wearing	11.69
Apparel Laundry	10.00
16190 - Sewing Machine Operator	13.92
16220 - Tailor	14.48
16250 - Washer Machine	12.25
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.29
Room)	
19040 - Tool And Die Maker	30.99
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.91
21030 - Material Coordinator	25.49
21040 - Material Expediter	25.49
21050 - Material Handling Laborer	14.03
21071 - Order Filler	12.68
21080 - Production Line Worker (Food	18.91
Processing)	
21110 - Shipping Packer	16.28
21130 - Shipping/Receiving Clerk	16.28
21140 - Store Worker I	11.95
21150 - Stock Clerk	16.16
21210 - Tools And Parts Attendant	18.91
21410 - Warehouse Specialist	18.91
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.78
23019 - Aircraft Logs and Records	20.67
Technician	06.10
23021 - Aircraft Mechanic I	26.12
23022 - Aircraft Mechanic II	27.78
23023 - Aircraft Mechanic III	29.39
23040 - Aircraft Mechanic Helper	17.01
23050 - Aircraft Painter	24.29
23060 - Aircraft Servicer	20.67
23070 - Aircraft Survival Flight	24.29
Equipment Technician	00 40
23080 - Aircraft Worker	22.48

	00 40
23091 - Aircrew Life Support	22.48
Equipment (ALSE) Mechanic	
I	0.6 1.0
23092 - Aircrew Life Support	26.12
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.29
23120 - Bicycle Repairer	18.85
23125 - Cable Splicer	36.05
23130 - Carpenter Maintenance	19.68
23140 - Carpet Layer	22.48
23160 - Electrician Maintenance	24.93
23181 - Electronics Technician	25.16
Maintenance I	
23182 - Electronics Technician	27.32
Maintenance II	
23183 - Electronics Technician	29.47
Maintenance III	
23260 - Fabric Worker	20.67
23290 - Fire Alarm System Mechanic	24.31
23310 - Fire Extinguisher Repairer	18.85
23311 - Fuel Distribution System	26.12
Mechanic	
23312 - Fuel Distribution System	18.85
Operator	
23370 - General Maintenance Worker	15.51
23380 - Ground Support Equipment	26.12
Mechanic	
23381 - Ground Support Equipment	20.67
Servicer	
23382 - Ground Support Equipment	22.48
Worker	
23391 - Gunsmith I	18.85
23392 - Gunsmith II	22.48
23393 - Gunsmith III	26.12
23410 - Heating Ventilation And Air-	26.12
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.73
Contidioning	20.70
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.71
23440 - Heavy Equipment Operator	20.29
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	24.29
23470 - Laborar	14.03
23510 - Locksmith	24.29
23530 - Machinery Maintenance	28.43
Mechanic	20.43
23550 - Machinist Maintenance	26.12
25550 - Machithist Mathlendice	20.12

23580 - Maintenance Trades Helper	13.58
23591 - Metrology Technician I	27.47
23592 - Metrology Technician II	29.34
23593 - Metrology Technician III	30.82
23640 - Millwright	26.12
23710 - Office Appliance Repairer	24.29
23760 - Painter Maintenance	20.48
23790 - Pipefitter Maintenance	24.23
23810 - Plumber Maintenance	22.66
23820 - Pneudraulic Systems Mechanic	26.12
23850 - Rigger	26.12
23870 - Scale Mechanic	22.48
23890 - Sheet-Metal Worker	26.12
Maintenance	
23910 - Small Engine Mechanic	22.48
23931 - Telecommunications Mechanic	32.03
I	
23932 - Telecommunications Mechanic	34.22
II	
23950 - Telephone Lineman	26.12
23960 - Welder Combination	24.49
Maintenance	
23965 - Well Driller	28.95
23970 - Woodcraft Worker	26.12
23980 - Woodworker	18.85
24000 - Personal Needs Occupations	
24550 - Case Manager	17.58
24570 - Child Care Attendant	11.46
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	9.96
24620 - Family Readiness And Support	17.58
Services	
Coordinator	
24630 - Homemaker	17.58
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.12
25040 - Sewage Plant Operator	18.84
25070 - Stationary Engineer	26.12
25190 - Ventilation Equipment Tender	17.01
25210 - Water Treatment Plant	18.84
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.12
27007 - Baggage Inspector	13.59
27008 - Corrections Officer	17.94
27010 - Court Security Officer	18.74
27030 - Detection Dog Handler	15.20
27040 - Detention Officer	17.94
27070 - Firefighter	19.54

27101 - Guard I			13.59
27102 - Guard II			15.20
27131 - Police Officer I			21.83
27132 - Police Officer II			24.26
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.91
28042 - Carnival Equipment Repairer			16.32
28043 - Carnival Worker			10.27
28210 - Gate Attendant/Gate Tender			13.75
28310 - Lifeguard			12.25
28350 - Park Attendant (Aide)			15.38
28510 - Recreation Aide/Health			11.22
Facility Attendant			
28515 - Recreation Specialist			19.05
28630 - Sports Official			12.25
28690 - Swimming Pool Operator			23.11
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			22.48
29020 - Hatch Tender			22.48
29030 - Line Handler			22.48
29041 - Stevedore I			20.67
29042 - Stevedore II			24.29
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.54
Specialist Center (HFO)	(000	2,	10.01
30011 - Air Traffic Control	(see	2)	27.95
Specialist Station (HFO)	(000	- /	2,.30
30012 - Air Traffic Control			30.79
Specialist Terminal (HFO) (see 2)			00.75
30021 - Archeological Technician I			19.13
30022 - Archeological Technician II			21.45
30023 - Archeological Technician III			26.26
30030 - Cartographic Technician			26.59
30040 - Civil Engineering Technician			24.00
30051 - Cryogenic Technician I			25.27
30052 - Cryogenic Technician II			27.91
30061 - Drafter/CAD Operator I			19.13
30062 - Drafter/CAD Operator II			21.45
30063 - Drafter/CAD Operator III			23.93
30064 - Drafter/CAD Operator IV			28.50
30081 - Engineering Technician I			16.70
30082 - Engineering Technician II			18.73
30083 - Engineering Technician III			20.96
30084 - Engineering Technician IV			25.97
30085 - Engineering Technician V			31.77
30086 - Engineering Technician VI			$\mathcal{I}$
			38 43
5 5			38.43
30090 - Environmental Technician			22.81
5 5			

30221 - Latent Fingerprint	25.27
Technician I	
30222 - Latent Fingerprint	27.91
Technician II	
30240 - Mathematical Technician	26.59
30361 - Paralegal/Legal Assistant I	19.40
30362 - Paralegal/Legal Assistant II	24.03
30363 - Paralegal/Legal Assistant	29.40
III	
30364 - Paralegal/Legal Assistant IV	35.57
30375 - Petroleum Supply Specialist	27.91
30390 - Photo-Optics Technician	26.59
30395 - Radiation Control Technician	27.91
30461 - Technical Writer I	23.34
30462 - Technical Writer II	28.56
30463 - Technical Writer III	34.54
30491 - Unexploded Ordnance (UXO)	25.76
Technician I	
30492 - Unexploded Ordnance (UXO)	31.17
Technician II	
30493 - Unexploded Ordnance (UXO)	37.36
Technician III	
30494 - Unexploded (UXO) Safety	25.76
Escort	
30495 - Unexploded (UXO) Sweep	25.76
Personnel	
30501 - Weather Forecaster I	28.50
30502 - Weather Forecaster II	34.67
<b>30620 - Weather Observer Combined</b> (see 2)	23.93
Upper Air Or	20.90
Surface Programs	
-	
<b>30621 - Weather Observer Senior</b> (see 2)	26.59
31000 - Transportation/Mobile	
Equipment Operation Occupations	04 45
31010 - Airplane Pilot	31.17
31020 - Bus Aide	10.77
31030 - Bus Driver	17.17
31043 - Driver Courier	13.83
31260 - Parking and Lot Attendant	9.93
31290 - Shuttle Bus Driver	14.92
31310 - Taxi Driver	11.58
31361 - Truckdriver Light	14.92
31362 - Truckdriver Medium	16.94
31363 - Truckdriver Heavy	19.25
31364 - Truckdriver Tractor-Trailer	19.25
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	4 - 0 0
	15 20
	15.20
99030 - Cashier	10.42

99130 - Flight Follower	25.76
99251 - Laboratory Animal Caretaker	17.92
I	
99252 - Laboratory Animal Caretaker	20.00
II	
99260 - Marketing Analyst	23.85
99310 - Mortician	25.76
99410 - Pest Controller	22.01
99510 - Photofinishing Worker	13.54
99710 - Recycling Laborer	15.00
99711 - Recycling Specialist	18.88
99730 - Refuse Collector	13.39
99810 - Sales Clerk	12.59
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	23.57
99831 - Surveying Aide	21.44
99832 - Surveying Technician	21.63
99840 - Vending Machine Attendant	15.60
99841 - Vending Machine Repairer	19.43
99842 - Vending Machine Repairer	13.99
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR 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 Determinations	Wage Determination No.: 2015-5461 Revision No.: 18 Date Of Last Revision: 12/27/2021

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

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

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

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

State: New Mexico

Area: New Mexico Counties of Grant Hidalgo Luna Sierra

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.73
01012 - Accounting Clerk II		15.42
01013 - Accounting Clerk III		17.24
01020 - Administrative Assistant		27.93
01035 - Court Reporter		17.69
01041 - Customer Service		12.65
Representative I		
01042 - Customer Service		14.04
Representative II		

01043 - Customer Service		15.51
Representative III		11 40
01051 - Data Entry Operator I		11.49
01052 - Data Entry Operator II		12.54
01060 - Dispatcher Motor Vehicle		20.13
01070 - Document Preparation Clerk		14.08
01090 - Duplicating Machine Operator		14.08
01111 - General Clerk I		11.00
01112 - General Clerk II		12.00
01113 - General Clerk III		13.48
01120 - Housing Referral Assistant		19.72
01141 - Messenger Courier		11.49
01191 - Order Clerk I		12.91
01192 - Order Clerk II		14.08
01261 - Personnel Assistant		16.77
(Employment) I		
01262 - Personnel Assistant		18.75
(Employment) II		
01263 - Personnel Assistant		20.90
(Employment) III		
01270 - Production Control Clerk		22.22
01290 - Rental Clerk		14.64
01300 - Scheduler Maintenance		15.82
01311 - Secretary I		15.82
01312 - Secretary II		17.69
01313 - Secretary III		19.72
01320 - Service Order Dispatcher		18.00
01410 - Supply Technician		27.75
01420 - Survey Worker		15.28
01460 - Switchboard		12.61
Operator/Receptionist		
01531 - Travel Clerk I		11.87
01532 - Travel Clerk II		12.81
01533 - Travel Clerk III		13.76
01611 - Word Processor I		13.85
01612 - Word Processor II		15.54
01613 - Word Processor III		17.39
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.01
Fiberglass		
05010 - Automotive	Electrician	18.28
05040 - Automotive Glass Installer		16.91
05070 - Automotive Worker		16.91
05110 - Mobile Equipment Servicer		14.08
05130 - Motor Equipment Metal		19.71
Mechanic		
05160 - Motor Equipment Metal Worker		16.91
05190 - Motor Vehicle Mechanic		19.71
05220 - Motor Vehicle Mechanic		12.65
Helper		

05250 - Motor Vehicle Upholstery	15.49
Worker	1 6 0 1
05280 - Motor Vehicle Wrecker	16.91
05310 - Painter Automotive	18.28
05340 - Radiator Repair Specialist	16.91
05370 - Tire Repairer	14.25
05400 - Transmission Repair	19.71
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.42
07041 - Cook I	11.30
07042 - Cook II	13.41
07070 - Dishwasher	9.95
07130 - Food Service Worker	10.46
07210 - Meat Cutter	14.32
07260 - Waiter/Waitress	9.49
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.93
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	20.93
09090 - Furniture Refinisher Helper	15.60
09110 - Furniture Repairer Minor	19.10
09130 - Upholsterer	20.93
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.10
11060 - Elevator Operator	11.10
11090 - Gardener	17.69
11122 - Housekeeping Aide	11.93
11150 - Janitor	11.93
11210 - Laborer Grounds Maintenance	12.70
11240 - Maid or Houseman	9.96
11260 - Pruner	11.17
11270 - Tractor Operator	16.03
11330 - Trail Maintenance Worker	12.70
11360 - Window Cleaner	13.57
12000 - Health Occupations	
12010 - Ambulance Driver	16.12
12011 - Breath Alcohol Technician	23.63
12012 - Certified Occupational	29.56
Therapist Assistant	
12015 - Certified Physical Therapist	28.07
Assistant	
12020 - Dental Assistant	16.62
12025 - Dental Hygienist	42.01
12030 - EKG Technician	33.84
12035 - Electroneurodiagnostic	33.84
Technologist	
5	

12040 - Emergency Medical Technician	16.12
12071 - Licensed Practical Nurse I	21.13
12072 - Licensed Practical Nurse II	23.63
12073 - Licensed Practical Nurse III	26.34
12100 - Medical Assistant	14.20
12130 - Medical Laboratory	22.19
Technician	
12160 - Medical Record Clerk	16.12
12190 - Medical Record Technician	18.04
12195 - Medical Transcriptionist	21.13
12210 - Nuclear Medicine	51.93
Technologist	
12221 - Nursing Assistant I	11.82
12222 - Nursing Assistant II	13.29
12223 - Nursing Assistant III	14.50
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	15.40
12236 - Optical Technician	16.48
12250 - Pharmacy Technician	16.30
12280 - Phlebotomist	14.94
12305 - Radiologic Technologist	27.70
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	28.64
12313 - Registered Nurse II	28.64
Specialist	
12314 - Registered Nurse III	34.65
12315 - Registered Nurse III	34.65
Anesthetist	
12316 - Registered Nurse IV	41.55
12317 - Scheduler (Drug and Alcohol	29.28
Testing)	
12320 - Substance Abuse Treatment	25.49
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	23.08
13013 - Exhibits Specialist III	27.03
13041 - Illustrator I	19.15
13042 - Illustrator II	23.08
13043 - Illustrator III	27.03
13047 - Librarian	24.46
13050 - Library Aide/Clerk	11.49
13054 - Library Information	22.09
Technology Systems	
Administrator	
13058 - Library Technician	17.24
13061 - Media Specialist I	15.83
13062 - Media Specialist II	17.83
13063 - Media Specialist III	19.88

13071 - Photographer I		15.38
13072 - Photographer II		17.20
13073 - Photographer III		21.31
13074 - Photographer IV		26.07
13075 - Photographer V		31.55
13090 - Technical Order Library		16.00
Clerk		
13110 - Video Teleconference		15.38
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.54
14042 - Computer Operator II		18.71
14043 - Computer Operator III		20.88
14044 - Computer Operator IV		23.20
14045 - Computer Operator V		25.67
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	. ,	16.54
Operator		
14160 - Personal Computer Support		23.42
Technician		
14170 - System Support Specialist		25.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		27.80
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		33.63
Instructor (Rated)		
15030 - Air Crew Training Devices		40.31
Instructor (Pilot)		
15050 - Computer Based Training		27.80
Specialist / Instructor		
15060 - Educational Technologist		32.13
15070 - Flight Instructor (Pilot)		40.31
15080 - Graphic Artist		22.09
15085 - Maintenance Test Pilot Fixed		40.31
Jet/Prop		
15086 - Maintenance Test Pilot		40.31
Rotary Wing		
15088 - Non-Maintenance Test/Co-		40.31
Pilot		
15090 - Technical Instructor		24.05
15095 - Technical Instructor/Course		29.40
Developer		
15110 - Test Proctor		19.40

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15120 - Tutor	19.40
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11.69
16010 - Assembler	
16030 - Counter Attendant	11.69
16040 - Dry Cleaner	13.36
16070 - Finisher Flatwork Machine	11.69
16090 - Presser Hand	11.69
16110 - Presser Machine Drycleaning	11.69
16130 - Presser Machine Shirts	11.69
16160 - Presser Machine Wearing	11.69
Apparel Laundry	12 00
16190 - Sewing Machine Operator	13.92
16220 - Tailor	14.48
16250 - Washer Machine	12.25
19000 - Machine Tool Operation And	
Repair Occupations	00.00
19010 - Machine-Tool Operator (Tool	23.98
Room)	
19040 - Tool And Die Maker	30.69
21000 - Materials Handling And Packing	
Occupations	10.05
21020 - Forklift Operator	13.97
21030 - Material Coordinator	22.22
21040 - Material Expediter	22.22
21050 - Material Handling Laborer	13.05
21071 - Order Filler	12.94
21080 - Production Line Worker (Food	13.97
Processing)	1 6 0 5
21110 - Shipping Packer	16.85
21130 - Shipping/Receiving Clerk	16.85
21140 - Store Worker I	10.96
21150 - Stock Clerk	15.23
21210 - Tools And Parts Attendant	13.97
21410 - Warehouse Specialist	13.97
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	31.31
23019 - Aircraft Logs and Records	23.28
Technician	0.0.00
23021 - Aircraft Mechanic I	29.33
23022 - Aircraft Mechanic II	31.31
23023 - Aircraft Mechanic III	33.13
23040 - Aircraft Mechanic Helper	19.31
23050 - Aircraft Painter	27.27
23060 - Aircraft Servicer	23.28
23070 - Aircraft Survival Flight	27.27
Equipment Technician	
23080 - Aircraft Worker	25.29

23091 - Aircrew Life Support	25.29
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.33
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.98
23120 - Bicycle Repairer	18.73
23125 - Cable Splicer	29.85
23130 - Carpenter Maintenance	19.08
23140 - Carpet Layer	22.24
23160 - Electrician Maintenance	26.56
23181 - Electronics Technician	24.97
Maintenance I	
23182 - Electronics Technician	26.93
Maintenance II	
23183 - Electronics Technician	28.96
Maintenance III	
23260 - Fabric Worker	20.47
23290 - Fire Alarm System Mechanic	28.34
23310 - Fire Extinguisher Repairer	18.73
23311 - Fuel Distribution System	29.41
Mechanic	
23312 - Fuel Distribution System	22.25
Operator	
23370 - General Maintenance Worker	15.68
23380 - Ground Support Equipment	29.33
Mechanic	
23381 - Ground Support Equipment	23.28
Servicer	
23382 - Ground Support Equipment	25.29
Worker	
23391 - Gunsmith I	18.73
23392 - Gunsmith II	22.24
23393 - Gunsmith III	25.80
23410 - Heating Ventilation And Air-	21.45
Conditioning	21.10
Mechanic	
23411 - Heating Ventilation And Air	20.61
Contidioning	20.01
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.21
23440 - Heavy Equipment Operator	23.98
23460 - Instrument Mechanic	25.80
23465 - Laboratory/Shelter Mechanic	23.98
23470 - Laborar	13.05
23510 - Locksmith	23.67
23530 - Machinery Maintenance	28.30
Mechanic	20.30
23550 - Machinist Maintenance	24.70
25550 - Machinist Maintellance	24./0

23580 - Maintenance Trades Helper	15.00
23591 - Metrology Technician I	25.80
23592 - Metrology Technician II	27.53
23593 - Metrology Technician III	29.14
23640 - Millwright	25.80
23710 - Office Appliance Repairer	23.98
23760 - Painter Maintenance	19.81
23790 - Pipefitter Maintenance	24.31
23810 - Plumber Maintenance	22.53
23820 - Pneudraulic Systems Mechanic	25.80
23850 - Rigger	25.80
23870 - Scale Mechanic	22.24
23890 - Sheet-Metal Worker	24.64
Maintenance	
23910 - Small Engine Mechanic	18.94
23931 - Telecommunications Mechanic	24.19
I	
23932 - Telecommunications Mechanic	25.86
II	
23950 - Telephone Lineman	25.80
23960 - Welder Combination	26.29
Maintenance	
23965 - Well Driller	24.28
23970 - Woodcraft Worker	25.80
23980 - Woodworker	18.73
24000 - Personal Needs Occupations	
24550 - Case Manager	17.68
24570 - Child Care Attendant	9.70
24580 - Child Care Center Clerk	12.09
24610 - Chore Aide	9.96
24620 - Family Readiness And Support	17.68
Services	
Coordinator	
24630 - Homemaker	17.68
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.80
25040 - Sewage Plant Operator	19.40
25070 - Stationary Engineer	25.80
25190 - Ventilation Equipment Tender	16.97
25210 - Water Treatment Plant	19.40
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.32
27007 - Baggage Inspector	14.37
27008 - Corrections Officer	18.66
27010 - Court Security Officer	19.57
27030 - Detection Dog Handler	16.32
27040 - Detention Officer	18.66
27070 - Firefighter	21.43

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27101 - Guard I			14.37
27102 - Guard II			16.32
27131 - Police Officer I			22.65
27132 - Police Officer II			25.17
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.43
28042 - Carnival Equipment Repairer			15.92
28043 - Carnival Worker			10.05
28210 - Gate Attendant/Gate Tender			13.96
28310 - Lifeguard			12.25
28350 - Park Attendant (Aide)			15.61
28510 - Recreation Aide/Health			11.39
Facility Attendant			
28515 - Recreation Specialist			19.34
28630 - Sports Official			12.43
28690 - Swimming Pool Operator			21.37
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.20
29020 - Hatch Tender			25.20
29030 - Line Handler			25.20
29041 - Stevedore I			23.11
29042 - Stevedore II			27.80
30000 - Technical Occupations			27.00
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(366	2)	40.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(266	2)	27.70
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			50.59
30021 - Archeological Technician I			18.13
30022 - Archeological Technician II			20.27
_			25.11
30023 - Archeological Technician III 30030 - Cartographic Technician			25.11
			22.47
30040 - Civil Engineering Technician			
30051 - Cryogenic Technician I			25.25
30052 - Cryogenic Technician II			27.89
30061 - Drafter/CAD Operator I			16.46
30062 - Drafter/CAD Operator II			18.40
30063 - Drafter/CAD Operator III			20.51
30064 - Drafter/CAD Operator IV			26.25
30081 - Engineering Technician I			15.89
30082 - Engineering Technician II			17.85
30083 - Engineering Technician III			20.27
30084 - Engineering Technician IV			24.96
30085 - Engineering Technician V			30.25
30086 - Engineering Technician VI			36.61
30090 - Environmental Technician			20.74
30095 - Evidence Control Specialist			22.80
30210 - Laboratory Technician			20.51

30221 - Latent Fingerprint	25.25
Technician I	
30222 - Latent Fingerprint	27.89
Technician II	
30240 - Mathematical Technician	24.90
30361 - Paralegal/Legal Assistant I	19.73
30362 - Paralegal/Legal Assistant II	24.44
30363 - Paralegal/Legal Assistant	29.90
III	
30364 - Paralegal/Legal Assistant IV	36.17
30375 - Petroleum Supply Specialist	27.89
30390 - Photo-Optics Technician	22.90
30395 - Radiation Control Technician	27.89
30461 - Technical Writer I	26.05
30462 - Technical Writer II	31.87
30463 - Technical Writer III	38.56
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	20.00
30501 - Weather Forecaster I	25.25
30502 - Weather Forecaster II	30.72
30620 - Weather Observer Combined (see 2)	
Upper Air Or	20.01
Surface Programs	
buildee liograms	22.80
30621 - Weather Observer Senior (See 2)	22.00
<b>30621 - Weather Observer Senior</b> (see 2)	
31000 - Transportation/Mobile	
31000 - Transportation/Mobile Equipment Operation Occupations	30 98
31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	30.98
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide</pre>	10.77
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver</pre>	10.77 16.94
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier</pre>	10.77 16.94 15.24
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant</pre>	10.77 16.94 15.24 10.69
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver</pre>	10.77 16.94 15.24 10.69 16.15
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver</pre>	10.77 16.94 15.24 10.69 16.15 11.57
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light</pre>	10.77 16.94 15.24 10.69 16.15 11.57 16.82
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium</pre>	10.77 16.94 15.24 10.69 16.15 11.57 16.82 18.38
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>	10.77 16.94 15.24 10.69 16.15 11.57 16.82 18.38 20.61
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>	10.77 16.94 15.24 10.69 16.15 11.57 16.82 18.38
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>	10.77 16.94 15.24 10.69 16.15 11.57 16.82 18.38 20.61 20.61
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	10.77 16.94 15.24 10.69 16.15 11.57 16.82 18.38 20.61 20.61
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>	10.77 16.94 15.24 10.69 16.15 11.57 16.82 18.38 20.61 20.61 15.10 10.76
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	10.77 16.94 15.24 10.69 16.15 11.57 16.82 18.38 20.61 20.61

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.91
I	
99252 - Laboratory Animal Caretaker	14.32
II	
99260 - Marketing Analyst	23.85
99310 - Mortician	26.66
99410 - Pest Controller	19.58
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.52
99711 - Recycling Specialist	21.21
99730 - Refuse Collector	14.20
99810 - Sales Clerk	11.73
99820 - School Crossing Guard	12.47
99830 - Survey Party Chief	26.05
99831 - Surveying Aide	18.04
99832 - Surveying Technician	21.30
99840 - Vending Machine Attendant	15.92
99841 - Vending Machine Repairer	20.20
99842 - Vending Machine Repairer	15.92
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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.: 2015-5463
Daniel W. Simms Division of	Revision No.: 16
Director Wage Determination	ns  Date Of Last Revision: 12/27/2021

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

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

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

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

State: New Mexico

Area: New Mexico County of Los Alamos

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.12
01012 - Accounting Clerk II		19.23
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		26.61
01035 - Court Reporter		20.47
01041 - Customer Service		14.00
Representative I		
01042 - Customer Service		15.75
Representative II		

01043 - Customer Service Representative III		17.17
01051 - Data Entry Operator I		14.45
01052 - Data Entry Operator II		15.76
01060 - Dispatcher Motor Vehicle		19.80
01070 - Document Preparation Clerk		15.76
01090 - Duplicating Machine Operator		15.76
01111 - General Clerk I		12.12
01112 - General Clerk II		13.23
01113 - General Clerk III		14.86
01120 - Housing Referral Assistant		22.07
01141 - Messenger Courier		12.85
01191 - Order Clerk I		14.45
01192 - Order Clerk II		15.76
01261 - Personnel Assistant		17.69
(Employment) I		11.05
01262 - Personnel Assistant		19.80
(Employment) II		19.00
01263 - Personnel Assistant		22.07
(Employment) III		22.01
01270 - Production Control Clerk		25.49
01290 - Rental Clerk		14.92
01300 - Scheduler Maintenance		17.69
01311 - Secretary I		17.69
01312 - Secretary II		19.80
—		22.07
01313 - Secretary III 01320 Service Order Dispetcher		17.69
01320 - Service Order Dispatcher		26.61
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		18.65
		14.82
Operator/Receptionist		11 07
01531 - Travel Clerk I		11.87
01532 - Travel Clerk II		12.81
01533 - Travel Clerk III		13.76
01611 - Word Processor I		15.76
01612 - Word Processor II		17.69
01613 - Word Processor III		19.80
05000 - Automotive Service Occupations		10 10
05005 - Automobile Body Repairer		18.12
Fiberglass		10 10
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		15.82
05070 - Automotive Worker		15.82
05110 - Mobile Equipment Servicer		13.50
05130 - Motor Equipment Metal		18.12
Mechanic		1 5 0 0
05160 - Motor Equipment Metal Worker		15.82
05190 - Motor Vehicle Mechanic		18.12
05220 - Motor Vehicle Mechanic		13.62
Helper		

05250 - Motor Vehicle Upholstery	15.82
Worker	1 5 0 0
05280 - Motor Vehicle Wrecker	15.82
05310 - Painter Automotive	17.19
05340 - Radiator Repair Specialist	15.82
05370 - Tire Repairer	11.49
05400 - Transmission Repair	18.12
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.04
07041 - Cook I	11.79
07042 - Cook II	14.08
07070 - Dishwasher	9.75
07130 - Food Service Worker	12.09
07210 - Meat Cutter	17.68
07260 - Waiter/Waitress	9.46
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.29
09040 - Furniture Handler	14.78
09080 - Furniture Refinisher	24.29
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer Minor	20.67
09130 - Upholsterer	24.29
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.19
11060 - Elevator Operator	11.19
11090 - Gardener	19.02
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer Grounds Maintenance	12.82
11240 - Maid or Houseman	11.32
11260 - Pruner	11.66
11270 - Tractor Operator	17.45
11330 - Trail Maintenance Worker	12.82
11360 - Window Cleaner	15.16
12000 - Health Occupations	
12010 - Ambulance Driver	15.94
12011 - Breath Alcohol Technician	20.63
12012 - Certified Occupational	28.31
Therapist Assistant	
12015 - Certified Physical Therapist	25.72
Assistant	
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	41.27
12030 - EKG Technician	31.27
12035 - Electroneurodiagnostic	31.27
Technologist	
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	1 - 0 4
12040 - Emergency Medical Technician	15.94
12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.92
12073 - Licensed Practical Nurse III	23.32
12100 - Medical Assistant	15.34
12130 - Medical Laboratory	24.54
Technician	
12160 - Medical Record Clerk	16.48
12190 - Medical Record Technician	18.58
12195 - Medical Transcriptionist	18.45
12210 - Nuclear Medicine	45.35
Technologist	
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.49
12223 - Nursing Assistant III	14.72
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	18.74
12236 - Optical Technician	18.45
12250 - Pharmacy Technician	17.71
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	29.61
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06
12313 - Registered Nurse II	31.06
Specialist	
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III	37.58
Anesthetist	
12316 - Registered Nurse IV	45.04
12317 - Scheduler (Drug and Alcohol	25.56
Testing)	
12320 - Substance Abuse Treatment	23.88
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.63
13012 - Exhibits Specialist II	25.56
13013 - Exhibits Specialist III	30.65
13041 - Illustrator I	19.48
13042 - Illustrator II	24.15
13043 - Illustrator III	27.86
13047 - Librarian	27.72
13050 - Library Aide/Clerk	10.02
13054 - Library Information	25.01
Technology Systems	
Administrator	
13058 - Library Technician	18.27
13061 - Media Specialist I	18.45
13062 - Media Specialist II	20.63
13063 - Media Specialist III	23.01
Lette mara spectaries iti	20.01

13071 - Photographer I		18.45
13072 - Photographer II		20.63
13073 - Photographer III		25.56
13074 - Photographer IV		29.40
13075 - Photographer V		35.56
13090 - Technical Order Library		17.04
Clerk		
13110 - Video Teleconference		20.43
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.13
14042 - Computer Operator II		20.28
14043 - Computer Operator III		23.13
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		29.45
14071 - Computer Programmer I	(see 1)	24.65
14072 - Computer Programmer II	(see 1)	21.00
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(366 1)	18.13
Operator		10.13
14160 - Personal Computer Support		25.73
Technician		23.13
14170 - System Support Specialist		30.00
15000 - Instructional Occupations		22.02
15010 - Aircrew Training Devices		32.82
Instructor (Non-Rated)		20 70
15020 - Aircrew Training Devices		39.70
Instructor (Rated)		
15030 - Air Crew Training Devices		47.59
Instructor (Pilot)		
15050 - Computer Based Training		32.82
Specialist / Instructor		
15060 - Educational Technologist		35.26
15070 - Flight Instructor (Pilot)		47.59
15080 - Graphic Artist		32.19
15085 - Maintenance Test Pilot Fixed		47.59
Jet/Prop		
15086 - Maintenance Test Pilot		47.59
Rotary Wing		
15088 - Non-Maintenance Test/Co-		47.59
Pilot		
15090 - Technical Instructor		25.01
15095 - Technical Instructor/Course		33.36
Developer		
15110 - Test Proctor		20.19

	00 10
15120 - Tutor	20.19
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 (0
16010 - Assembler	11.69
16030 - Counter Attendant	11.69
16040 - Dry Cleaner	13.36
16070 - Finisher Flatwork Machine	11.69
16090 - Presser Hand	11.69
16110 - Presser Machine Drycleaning	11.69
16130 - Presser Machine Shirts	11.69
16160 - Presser Machine Wearing	11.69
Apparel Laundry	13.92
16190 - Sewing Machine Operator	
16220 - Tailor 16250 - Washer Machine	14.48
	12.25
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.98
	20.07
19040 - Tool And Die Maker	32.07
21000 - Materials Handling And Packing	
Occupations	10 01
21020 - Forklift Operator	18.91
21030 - Material Coordinator	25.49
21040 - Material Expediter	25.49
21050 - Material Handling Laborer	14.03
21071 - Order Filler	12.80
21080 - Production Line Worker (Food	18.91
Processing)	1 ( 0 )
21110 - Shipping Packer	16.03
21130 - Shipping/Receiving Clerk	16.03
21140 - Store Worker I	11.95
21150 - Stock Clerk	16.16
21210 - Tools And Parts Attendant	18.91
21410 - Warehouse Specialist	18.91
23000 - Mechanics And Maintenance And	
Repair Occupations	29.94
23010 - Aerospace Structural Welder	
23019 - Aircraft Logs and Records Technician	22.74
23021 - Aircraft Mechanic I	28.03
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II	28.03
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	29.94
23040 - Aircraft Mechanic Helper	19.11
23040 - Aircraft Mechanic Heiper 23050 - Aircraft Painter	25.98
23060 - Aircraft Servicer	22.74
23070 - Aircraft Survival Flight	25.98
Equipment Technician	23.30
23080 - Aircraft Worker	24.33
25000 - AIIGIAIL WOLKEL	24.33

23091 - Aircrew Life Support	24.33
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.03
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.29
23120 - Bicycle Repairer	18.85
23125 - Cable Splicer	36.05
23130 - Carpenter Maintenance	22.23
23140 - Carpet Layer	22.85
23160 - Electrician Maintenance	28.64
23181 - Electronics Technician	27.68
Maintenance I	
23182 - Electronics Technician	30.05
Maintenance II	00.00
23183 - Electronics Technician	32.42
Maintenance III	52.42
23260 - Fabric Worker	20.90
23290 - Fire Alarm System Mechanic	26.12
23310 - Fire Extinguisher Repairer	18.94
	28.03
23311 - Fuel Distribution System Mechanic	20.03
	19.84
23312 - Fuel Distribution System	19.04
Operator	00 10
23370 - General Maintenance Worker	20.10
23380 - Ground Support Equipment	28.03
Mechanic	00 74
23381 - Ground Support Equipment	22.74
Servicer	04 00
23382 - Ground Support Equipment	24.33
Worker	10.01
23391 - Gunsmith I	18.94
23392 - Gunsmith II	22.85
23393 - Gunsmith III	26.76
23410 - Heating Ventilation And Air-	26.12
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.73
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.56
23440 - Heavy Equipment Operator	21.71
23460 - Instrument Mechanic	30.22
23465 - Laboratory/Shelter Mechanic	24.81
23470 - Laborer	14.03
23510 - Locksmith	24.81
23530 - Machinery Maintenance	29.64
Mechanic	
23550 - Machinist Maintenance	30.83

23580 - Maintenance Trades Helper	16.72
23591 - Metrology Technician I	30.22
23592 - Metrology Technician II	32.27
23593 - Metrology Technician III	33.91
23640 - Millwright	26.76
23710 - Office Appliance Repairer	25.56
23760 - Painter Maintenance	21.21
23790 - Pipefitter Maintenance	25.12
23810 - Plumber Maintenance	23.28
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	26.76
23870 - Scale Mechanic	22.85
23890 - Sheet-Metal Worker	26.12
Maintenance	22.40
23910 - Small Engine Mechanic	22.48
23931 - Telecommunications Mechanic	32.03
I O2020 — Weltersministrations Machania	24 00
23932 - Telecommunications Mechanic	34.22
II 22050 Welenhene Linemen	20 02
23950 - Telephone Lineman 23960 - Welder Combination	28.03
	24.49
Maintenance 23965 - Well Driller	31.75
23965 - Well Driller 23970 - Woodcraft Worker	26.76
23980 - Woodcraft Worker 23980 - Woodworker	20.10
	20.10
24000 - Personal Needs Occupations	17.58
24550 - Case Manager 24570 - Child Care Attendant	11.46
24570 - Child Care Attendant 24580 - Child Care Center Clerk	14.77
24580 - Child Cale Center Clerk 24610 - Chore Aide	9.96
24620 - Family Readiness And Support	17.58
Services	17.00
Coordinator	
24630 - Homemaker	17.58
25000 - Plant And System Operations	17.50
Occupations	
25010 - Boiler Tender	26.32
25040 - Sewage Plant Operator	24.39
25070 - Stationary Engineer	26.32
25190 - Ventilation Equipment Tender	17.01
25210 - Water Treatment Plant	23.13
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.72
27007 - Baggage Inspector	14.95
27008 - Corrections Officer	17.94
27010 - Court Security Officer	18.74
27030 - Detection Dog Handler	16.72
27040 - Detention Officer	17.94
27070 - Firefighter	19.54

27101 - Guard I			14.95
27102 - Guard II			16.72
27131 - Police Officer I			21.83
27132 - Police Officer II			24.26
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.91
28042 - Carnival Equipment Repairer			16.25
28043 - Carnival Worker			10.27
28210 - Gate Attendant/Gate Tender			13.76
28310 - Lifeguard			12.78
28350 - Park Attendant (Aide)			15.40
28510 - Recreation Aide/Health			11.72
Facility Attendant			
28515 - Recreation Specialist			19.06
28630 - Sports Official			12.25
28690 - Swimming Pool Operator			23.11
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			24.71
29020 - Hatch Tender			24.71
29030 - Line Handler			24.71
29041 - Stevedore I			23.03
29042 - Stevedore II			26.83
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.54
Specialist Center (HFO)	<b>、</b>	,	
30011 - Air Traffic Control	(see	2)	27.95
Specialist Station (HFO)	(	- /	
30012 - Air Traffic Control			30.79
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			21.52
30022 - Archeological Technician II			24.07
30023 - Archeological Technician III			29.82
30030 - Cartographic Technician			29.82
30040 - Civil Engineering Technician			28.70
30051 - Cryogenic Technician I			33.03
30052 - Cryogenic Technician II			36.48
30061 - Drafter/CAD Operator I			21.52
30062 - Drafter/CAD Operator II			24.07
30063 - Drafter/CAD Operator III			26.84
30064 - Drafter/CAD Operator IV			33.03
30081 - Engineering Technician I			19.17
30082 - Engineering Technician II			21.52
30083 - Engineering Technician III			24.07
30084 - Engineering Technician IV			29.82
30085 - Engineering Technician V			36.48
30086 - Engineering Technician VI			44.14
30090 - Environmental Technician			
ハルフリー アリアリア しけの良い ろう うらびり けっろり			29 81
			29.81 29.82
30090 - Environmental Technician 30095 - Evidence Control Specialist 30210 - Laboratory Technician			29.81 29.82 26.84

30221 - Latent Fingerprint	33.03
Technician I	
30222 - Latent Fingerprint	36.48
Technician II	
30240 - Mathematical Technician	29.82
30361 - Paralegal/Legal Assistant I	19.40
30362 - Paralegal/Legal Assistant II	24.03
30363 - Paralegal/Legal Assistant	29.40
III	
30364 - Paralegal/Legal Assistant IV	35.57
30375 - Petroleum Supply Specialist	36.48
30390 - Photo-Optics Technician	29.82
30395 - Radiation Control Technician	36.48
30461 - Technical Writer I	28.24
30462 - Technical Writer II	34.58
30463 - Technical Writer III	41.80
30491 - Unexploded Ordnance (UXO)	25.76
Technician I	
30492 - Unexploded Ordnance (UXO)	31.17
Technician II	
30493 - Unexploded Ordnance (UXO)	37.36
Technician III	
30494 - Unexploded (UXO) Safety	25.76
Escort	
30495 - Unexploded (UXO) Sweep	25.76
Personnel	
30501 - Weather Forecaster I	33.03
30502 - Weather Forecaster II	40.18
<b>30620 - Weather Observer Combined</b> (see 2)	
Upper Air Or	20.01
Surface Programs	
-	
<b>30621 - Weather Observer Senior</b> (see 2)	29.82
31000 - Transportation/Mobile	
Equipment Operation Occupations	04 45
31010 - Airplane Pilot	31.17
31020 - Bus Aide	10.73
31030 - Bus Driver	17.17
31043 - Driver Courier	13.34
31260 - Parking and Lot Attendant	9.93
31290 - Shuttle Bus Driver	13.56
31310 - Taxi Driver	11.34
31361 - Truckdriver Light	13.56
31362 - Truckdriver Medium	16.66
31363 - Truckdriver Heavy	19.25
31364 - Truckdriver Tractor-Trailer	19.25
99000 - Miscellaneous Occupations	10.00
TTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTTT	
99020 - Cabin Safety Specialist	15 20
99020 - Cabin Safety Specialist	15.20
99030 - Cashier	10.79
<b>– –</b>	

99130 - Flight Follower	25.76
99251 - Laboratory Animal Caretaker	17.92
I	
99252 - Laboratory Animal Caretaker	20.00
II	
99260 - Marketing Analyst	23.47
99310 - Mortician	25.76
99410 - Pest Controller	22.01
99510 - Photofinishing Worker	13.54
99710 - Recycling Laborer	15.00
99711 - Recycling Specialist	18.88
99730 - Refuse Collector	13.39
99810 - Sales Clerk	12.59
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	23.57
99831 - Surveying Aide	21.44
99832 - Surveying Technician	21.63
99840 - Vending Machine Attendant	15.60
99841 - Vending Machine Repairer	19.43
99842 - Vending Machine Repairer	13.99
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	     Wage Determination No.: 2015-5465   Revision No.: 17   Date Of Last Revision: 12/27/2021

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

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

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

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

State: Arizona

Area: Arizona County of Coconino

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.41
01012 - Accounting Clerk II		17.30
01013 - Accounting Clerk III		19.35
01020 - Administrative Assistant		25.36
01035 - Court Reporter		18.40
01041 - Customer Service		14.09
Representative I		
01042 - Customer Service		15.37
Representative II		

01043 - Customer Service Representative III		17.26
01051 - Data Entry Operator I		14.16
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		22.18
01070 - Document Preparation Clerk		14.36
01090 - Duplicating Machine Operator		14.36
01111 - General Clerk I		15.69
01112 - General Clerk II		17.12
01113 - General Clerk III		19.23
01120 - Housing Referral Assistant		20.78
01141 - Messenger Courier		12.95
01191 - Order Clerk I		13.17
01192 - Order Clerk II		14.86
01261 - Personnel Assistant		15.92
(Employment) I		10.01
01262 - Personnel Assistant		17.81
(Employment) II		
01263 - Personnel Assistant		19.86
(Employment) III		
01270 - Production Control Clerk		24.52
01290 - Rental Clerk		14.97
01300 - Scheduler Maintenance		16.66
01311 - Secretary I		16.66
01312 - Secretary II		18.64
01313 - Secretary III		20.78
01320 - Service Order Dispatcher		19.84
01410 - Supply Technician		25.36
01420 - Survey Worker		18.29
01460 - Switchboard		14.54
		11.01
Operator/Receptionist		
Operator/Receptionist 01531 - Travel Clerk I		15.19
Operator/Receptionist		
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		15.19 16.59 17.86
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		15.19 16.59 17.86 14.36
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		15.19 16.59 17.86 14.36 16.12
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		15.19 16.59 17.86 14.36
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		15.19 16.59 17.86 14.36 16.12
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		15.19 16.59 17.86 14.36 16.12 18.04
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations	Electrician	15.19 16.59 17.86 14.36 16.12 18.04 22.82
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	15.19 16.59 17.86 14.36 16.12 18.04 22.82
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	15.19 16.59 17.86 14.36 16.12 18.04 22.82 21.25
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	15.19 16.59 17.86 14.36 16.12 18.04 22.82 21.25 19.80
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	15.19 16.59 17.86 14.36 16.12 18.04 22.82 21.25 19.80 19.80
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	15.19 16.59 17.86 14.36 16.12 18.04 22.82 21.25 19.80 19.80 16.96
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	15.19 16.59 17.86 14.36 16.12 18.04 22.82 21.25 19.80 19.80 16.96
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	15.19 16.59 17.86 14.36 16.12 18.04 22.82 21.25 19.80 19.80 19.80 16.96 22.69
Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	15.19 16.59 17.86 14.36 16.12 18.04 22.82 21.25 19.80 19.80 16.96 22.69

05250 - Motor Vehicle Upholstery	18.38
Worker	10.00
05280 - Motor Vehicle Wrecker	19.80
05310 - Painter Automotive	22.12
05340 - Radiator Repair Specialist	19.80
05370 - Tire Repairer	14.21
05400 - Transmission Repair	22.65
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.47
07041 - Cook I	15.79
07042 - Cook II	18.43
07070 - Dishwasher	12.35
07130 - Food Service Worker	13.56
07210 - Meat Cutter	17.57
07260 - Waiter/Waitress	12.43
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.22
09040 - Furniture Handler	14.92
09080 - Furniture Refinisher	24.22
09090 - Furniture Refinisher Helper	17.81
09110 - Furniture Repairer Minor	21.37
09130 - Upholsterer	24.22
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.63
11060 - Elevator Operator	13.63
11090 - Gardener	19.18
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer Grounds Maintenance	14.70
11240 - Maid or Houseman	12.72
11260 - Pruner	13.82
11270 - Tractor Operator	17.56
11330 - Trail Maintenance Worker	14.70
11360 - Window Cleaner	15.09
12000 - Health Occupations	
12010 - Ambulance Driver	21.43
12011 - Breath Alcohol Technician	24.35
12012 - Certified Occupational	33.41
Therapist Assistant	
12015 - Certified Physical Therapist	30.49
Assistant	
12020 - Dental Assistant	18.29
12025 - Dental Hygienist	43.09
12030 - EKG Technician	36.90
12035 - Electroneurodiagnostic	36.90
Technologist	

12040 - Emergency Medical Technician	21.43
12071 - Licensed Practical Nurse I	21.78
12072 - Licensed Practical Nurse II	24.35
12073 - Licensed Practical Nurse III	27.14
12100 - Medical Assistant	17.68
12130 - Medical Laboratory	22.87
Technician	
12160 - Medical Record Clerk	19.37
12190 - Medical Record Technician	21.66
12195 - Medical Transcriptionist	21.78
12210 - Nuclear Medicine	53.51
Technologist	44 54
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.85
12235 - Optical Dispenser	24.35
12236 - Optical Technician	21.78
12250 - Pharmacy Technician	20.04
12280 - Phlebotomist	16.75
12305 - Radiologic Technologist	36.90
12311 - Registered Nurse I	30.16
12312 - Registered Nurse II	36.90
12313 - Registered Nurse II	36.90
Specialist	
12314 - Registered Nurse III	44.65
12315 - Registered Nurse III	44.65
Anesthetist	
12316 - Registered Nurse IV	53.51
12317 - Scheduler (Drug and Alcohol	30.16
Testing)	
12320 - Substance Abuse Treatment	23.94
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.94
13012 - Exhibits Specialist II	24.69
13013 - Exhibits Specialist III	30.21
13041 - Illustrator I	20.15
13042 - Illustrator II	24.95
13043 - Illustrator III	30.53
13047 - Librarian	27.35
13050 - Library Aide/Clerk	15.44
13054 - Library Information	24.69
Technology Systems	
Administrator	00 10
13058 - Library Technician	20.19
13061 - Media Specialist I	17.82
13062 - Media Specialist II	19.94
13063 - Media Specialist III	22.23

13071 - Photographer I		17.05
13072 - Photographer II		19.07
13073 - Photographer III		23.62
13074 - Photographer IV		28.90
13075 - Photographer V		34.97
13090 - Technical Order Library		19.39
Clerk		
13110 - Video Teleconference		18.35
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.54
14042 - Computer Operator II		18.51
14043 - Computer Operator III		20.64
14044 - Computer Operator IV		22.93
14045 - Computer Operator V		25.40
14071 - Computer Programmer I	(see 1)	23.10
14072 - Computer Programmer II	(see 1)	20120
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14105 - Peripheral Equipment	(366 1)	16.54
Operator		10.54
-		22.93
14160 - Personal Computer Support		22.93
Technician		07 40
14170 - System Support Specialist		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.38
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.76
Instructor (Rated)		
15030 - Air Crew Training Devices		44.05
Instructor (Pilot)		
15050 - Computer Based Training		30.38
Specialist / Instructor		
15060 - Educational Technologist		28.33
15070 - Flight Instructor (Pilot)		44.05
15080 - Graphic Artist		24.21
15085 - Maintenance Test Pilot Fixed		44.05
Jet/Prop		
15086 - Maintenance Test Pilot		44.05
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.05
Pilot		
15090 - Technical Instructor		24.24
15095 - Technical Instructor/Course		29.66
Developer		
15110 - Test Proctor		19.57

15120 - Tutor	19.57
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 4 0 0
16010 - Assembler	14.92
16030 - Counter Attendant	14.92
16040 - Dry Cleaner	17.89
16070 - Finisher Flatwork Machine	14.92
16090 - Presser Hand	14.92
16110 - Presser Machine Drycleaning	14.92
16130 - Presser Machine Shirts	14.92
16160 - Presser Machine Wearing	14.92
Apparel Laundry	
16190 - Sewing Machine Operator	18.63
16220 - Tailor	19.38
16250 - Washer Machine	16.21
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.51
Room)	
19040 - Tool And Die Maker	31.81
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.80
21030 - Material Coordinator	24.21
21040 - Material Expediter	24.21
21050 - Material Handling Laborer	14.76
21071 - Order Filler	14.52
21080 - Production Line Worker (Food	20.80
Processing)	
21110 - Shipping Packer	15.11
21130 - Shipping/Receiving Clerk	15.11
21140 - Store Worker I	15.32
21150 - Stock Clerk	18.42
21210 - Tools And Parts Attendant	20.80
21410 - Warehouse Specialist	20.80
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	32.32
23019 - Aircraft Logs and Records	25.00
Technician	
23021 - Aircraft Mechanic I	30.82
23022 - Aircraft Mechanic II	32.32
23023 - Aircraft Mechanic III	34.29
23040 - Aircraft Mechanic Helper	21.12
23050 - Aircraft Painter	28.92
23060 - Aircraft Servicer	25.00
23070 - Aircraft Survival Flight	28.92
Equipment Technician	
23080 - Aircraft Worker	26.94

22001 Dimension Tife Gummant	
23091 - Aircrew Life Support	26.94
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.82
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.35
23120 - Bicycle Repairer	19.33
23125 - Cable Splicer	35.41
23130 - Carpenter Maintenance	21.30
23140 - Carpet Layer	22.88
23160 - Electrician Maintenance	21.59
23181 - Electronics Technician	23.62
Maintenance I	
23182 - Electronics Technician	25.35
Maintenance II	
23183 - Electronics Technician	27.02
Maintenance III	
23260 - Fabric Worker	21.53
23290 - Fire Alarm System Mechanic	27.02
23310 - Fire Extinguisher Repairer	20.23
23311 - Fuel Distribution System	30.26
Mechanic	
23312 - Fuel Distribution System	22.65
Operator	
23370 - General Maintenance Worker	17.96
23380 - Ground Support Equipment	30.82
Mechanic	
23381 - Ground Support Equipment	25.00
Servicer	
23382 - Ground Support Equipment	26.94
Worker	
23391 - Gunsmith I	20.23
23392 - Gunsmith II	23.62
23393 - Gunsmith III	27.02
23410 - Heating Ventilation And Air-	22.41
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.50
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.41
23440 - Heavy Equipment Operator	24.62
23460 - Instrument Mechanic	27.02
23465 - Laboratory/Shelter Mechanic	27.02
23470 - Laborar	14.76
23510 - Locksmith	25.35
23530 - Machinery Maintenance	31.02
Mechanic	51.02
23550 - Machinist Maintenance	23.60
25550 - Machinist Maintenance	23.00

23580 - Maintenance Trades Helper	15.73
23591 - Metrology Technician I	27.02
23592 - Metrology Technician II	28.33
23593 - Metrology Technician III	30.05
23640 - Millwright	27.02
23710 - Office Appliance Repairer	25.35
23760 - Painter Maintenance	17.31
23790 - Pipefitter Maintenance	23.72
23810 - Plumber Maintenance	22.25
23820 - Pneudraulic Systems Mechanic	27.02
23850 - Rigger	27.02
23870 - Scale Mechanic	23.62
23890 - Sheet-Metal Worker	26.35
Maintenance	
23910 - Small Engine Mechanic	19.99
23931 - Telecommunications Mechanic	34.40
I	0.0.00
23932 - Telecommunications Mechanic	36.08
II	
23950 - Telephone Lineman	26.70
23960 - Welder Combination	23.12
Maintenance	0 - 0 0
23965 - Well Driller	27.02
23970 - Woodcraft Worker	27.02
23980 - Woodworker	20.23
24000 - Personal Needs Occupations	
24550 - Case Manager	17.62
24570 - Child Care Attendant	12.60
24580 - Child Care Center Clerk	16.79
24610 - Chore Aide	12.83
24620 - Family Readiness And Support	17.62
Services	
Coordinator	10.00
24630 - Homemaker	18.38
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.66
25040 - Sewage Plant Operator	22.85
25070 - Stationary Engineer	27.66
25190 - Ventilation Equipment Tender	18.95
25210 - Water Treatment Plant	22.85
Operator	
27000 - Protective Service Occupations 27004 - Alarm Monitor	01 00
	21.93
	1 / / ^
27007 - Baggage Inspector	14.42
27007 - Baggage Inspector 27008 - Corrections Officer	20.25
27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	20.25 20.49
27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	20.25 20.49 16.13
27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	20.25 20.49

27101 - Guard I			14.42
27102 - Guard II			16.13
27131 - Police Officer I			25.80
27132 - Police Officer II			28.68
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			16.56
28042 - Carnival Equipment Repairer			18.09
28043 - Carnival Worker			12.63
28210 - Gate Attendant/Gate Tender			15.35
28310 - Lifequard			13.66
28350 - Park Attendant (Aide)			17.16
28510 - Recreation Aide/Health			12.52
Facility Attendant			
28515 - Recreation Specialist			21.26
28630 - Sports Official			13.66
28690 - Swimming Pool Operator			21.12
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			23.62
29020 - Hatch Tender			23.62
29030 - Line Handler			23.62
29041 - Stevedore I			21.91
29042 - Stevedore II			25.35
30000 - Technical Occupations			20.00
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	2)	10.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(000	2 /	21.10
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.00
30021 - Archeological Technician I			17.49
30022 - Archeological Technician II			19.84
30023 - Archeological Technician III			24.25
30030 - Cartographic Technician			24.59
30040 - Civil Engineering Technician			23.57
30051 - Cryogenic Technician I			26.82
30052 - Cryogenic Technician II			29.62
30061 - Drafter/CAD Operator I			17.49
30062 - Drafter/CAD Operator II			19.84
30063 - Drafter/CAD Operator III			22.12
30064 - Drafter/CAD Operator IV			26.82
30081 - Engineering Technician I			16.02
30082 - Engineering Technician II			17.98
30083 - Engineering Technician III			21.48
30084 - Engineering Technician IV			25.33
30085 - Engineering Technician V			30.27
30086 - Engineering Technician VI			34.88
30090 - Environmental Technician			23.57
30095 - Evidence Control Specialist			25.33
30210 - Laboratory Technician			22.92
JASTA HADOLACOLA LEGHILGTAH			ムム・ブム

30221 - Latent Fingerprint	31.60
Technician I	
30222 - Latent Fingerprint	34.91
Technician II	
30240 - Mathematical Technician	24.69
30361 - Paralegal/Legal Assistant I	21.19
30362 - Paralegal/Legal Assistant II	25.09
30363 - Paralegal/Legal Assistant	30.61
III	
30364 - Paralegal/Legal Assistant IV	37.15
30375 - Petroleum Supply Specialist	30.27
30390 - Photo-Optics Technician	24.69
30395 - Radiation Control Technician	30.27
30461 - Technical Writer I	23.57
30462 - Technical Writer II	28.83
30463 - Technical Writer III	34.88
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	26.82
30502 - Weather Forecaster II	32.62
<b>30620 - Weather Observer Combined</b> (see 2)	22.12
Upper Air Or	
Surface Programs	
<b>30621 - Weather Observer Senior</b> (see 2)	24.69
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.48
31030 - Bus Driver	19.87
31043 - Driver Courier	16.65
31260 - Parking and Lot Attendant	14.06
31290 - Shuttle Bus Driver	16.54
31310 - Taxi Driver	13.92
31361 - Truckdriver Light	18.19
31362 - Truckdriver Medium	20.58
31363 - Truckdriver Heavy	23.42
31364 - Truckdriver Tractor-Trailer	23.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.29
99050 - Desk Clerk	13.04
	TO.01
99095 - Embalmer	28.19

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.73
I	
99252 - Laboratory Animal Caretaker	22.30
II	
99260 - Marketing Analyst	27.21
99310 - Mortician	28.19
99410 - Pest Controller	24.16
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.35
99711 - Recycling Specialist	23.74
99730 - Refuse Collector	17.29
99810 - Sales Clerk	13.72
99820 - School Crossing Guard	15.40
99830 - Survey Party Chief	32.11
99831 - Surveying Aide	19.35
99832 - Surveying Technician	27.26
99840 - Vending Machine Attendant	20.41
99841 - Vending Machine Repairer	26.03
99842 - Vending Machine Repairer	20.41
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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	C   WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5467
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	ns  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: Arizona

Area: Arizona County of Mohave

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.05
01012 - Accounting Clerk II		16.91
01013 - Accounting Clerk III		18.91
01020 - Administrative Assistant		25.65
01035 - Court Reporter		19.97
01041 - Customer Service		12.87
Representative I		
01042 - Customer Service		14.47
Representative II		

01043 - Customer Service Representative III		15.79
01051 - Data Entry Operator I		14.21
01052 - Data Entry Operator II		15.64
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.37
01090 - Duplicating Machine Operator		13.37
01111 - General Clerk I		13.20
01112 - General Clerk II		14.40
01113 - General Clerk III		16.18
01120 - Housing Referral Assistant		20.62
01141 - Messenger Courier		12.63
01191 - Order Clerk I		13.28
01192 - Order Clerk II		14.49
01261 - Personnel Assistant		16.53
(Employment) I		10.00
01262 - Personnel Assistant		18.49
(Employment) II		10.15
01263 - Personnel Assistant		20.62
(Employment) III		20.02
01270 - Production Control Clerk		21.13
01290 - Rental Clerk		14.22
01300 - Scheduler Maintenance		16.53
01311 - Secretary I		16.53
01312 - Secretary II		18.49
01313 - Secretary III		20.62
01320 - Service Order Dispatcher		16.02
01410 - Supply Technician		25.65
01420 - Survey Worker		18.52
01460 - Switchboard		13.83
Operator/Receptionist		20.00
Operator/Receptionist 01531 - Travel Clerk I		
01531 - Travel Clerk I		14.54
01531 - Travel Clerk I 01532 - Travel Clerk II		14.54 15.56
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		14.54 15.56 16.63 14.01
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		14.54 15.56 16.63
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		14.54 15.56 16.63 14.01 16.53
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		14.54 15.56 16.63 14.01 16.53
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations		14.54 15.56 16.63 14.01 16.53 18.49
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	Electrician	14.54 15.56 16.63 14.01 16.53 18.49 23.42
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	14.54 15.56 16.63 14.01 16.53 18.49 23.42
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	14.54 15.56 16.63 14.01 16.53 18.49 23.42 20.80
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	14.54 15.56 16.63 14.01 16.53 18.49 23.42 20.80 19.74
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	14.54 15.56 16.63 14.01 16.53 18.49 23.42 20.80 19.74 19.74
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	14.54 15.56 16.63 14.01 16.53 18.49 23.42 20.80 19.74 19.74 17.78
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	14.54 15.56 16.63 14.01 16.53 18.49 23.42 20.80 19.74 19.74 17.78
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	14.54 15.56 16.63 14.01 16.53 18.49 23.42 20.80 19.74 19.74 19.74 17.78 21.83
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	14.54 15.56 16.63 14.01 16.53 18.49 23.42 20.80 19.74 19.74 17.78 21.83

05250 - Motor Vehicle Upholstery	18.76
Worker	10 84
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.80
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.78
05400 - Transmission Repair	21.83
Specialist	
07000 - Food Preparation And Service	
Occupations	10.00
07010 - Baker	13.83
07041 - Cook I	13.94
07042 - Cook II	15.48
07070 - Dishwasher	12.42
07130 - Food Service Worker	12.35
07210 - Meat Cutter	18.59
07260 - Waiter/Waitress	12.93
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.30
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	19.17
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer Minor	18.22
09130 - Upholsterer	20.46
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.52
11060 - Elevator Operator	12.52
11090 - Gardener	17.35
11122 - Housekeeping Aide	13.33
11150 - Janitor	13.33
11210 - Laborer Grounds Maintenance	14.37
11240 - Maid or Houseman	12.68
11260 - Pruner	13.28
11270 - Tractor Operator	16.39
11330 - Trail Maintenance Worker	14.37
11360 - Window Cleaner	14.42
12000 - Health Occupations	
12010 - Ambulance Driver	19.15
12011 - Breath Alcohol Technician	21.06
	28.89
12012 - Certified Occupational	
Therapist Assistant	
Therapist Assistant 12015 - Certified Physical Therapist	27.55
Therapist Assistant 12015 - Certified Physical Therapist Assistant	
Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	18.43
Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	18.43 42.09
Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	18.43 42.09 31.41
Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	18.43 42.09

12040 - Emergency Medical Technician	19.15
12071 - Licensed Practical Nurse I	18.82
12072 - Licensed Practical Nurse II	21.06
12073 - Licensed Practical Nurse III	23.48
12100 - Medical Assistant	16.24
12130 - Medical Laboratory	24.11
Technician	
12160 - Medical Record Clerk	17.05
12190 - Medical Record Technician	19.08
12195 - Medical Transcriptionist	18.73
12210 - Nuclear Medicine	46.28
Technologist	
12221 - Nursing Assistant I	11.76
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.42
12224 - Nursing Assistant IV	16.20
12235 - Optical Dispenser	22.54
12236 - Optical Technician	18.53
12250 - Pharmacy Technician	17.72
12280 - Phlebotomist	18.53
12305 - Radiologic Technologist	32.35
12311 - Registered Nurse I	28.00
12312 - Registered Nurse II	34.26
12313 - Registered Nurse II	34.26
Specialist	
12314 - Registered Nurse III	41.45
12315 - Registered Nurse III	41.45
Anesthetist	10 67
12316 - Registered Nurse IV	49.67
12317 - Scheduler (Drug and Alcohol	26.09
Testing)	00 70
12320 - Substance Abuse Treatment	22.70
Counselor	
13000 - Information And Arts	
Occupations	22.20
13011 - Exhibits Specialist I	22.20 27.51
13012 - Exhibits Specialist II 13013 - Exhibits Specialist III	
13041 - Illustrator I	29.18
13041 - Illustrator I 13042 - Illustrator II	20.20
13042 - Illustrator II 13043 - Illustrator III	25.05
13047 - Librarian	30.46
13047 - Librarian 13050 - Library Aide/Clerk	15.52
13050 - Library Alde/Clerk 13054 - Library Information	27.51
Technology Systems	21.JI
Administrator	
13058 - Library Technician	18.72
13058 - Library Technician 13061 - Media Specialist I	19.85
13061 - Media Specialist I 13062 - Media Specialist II	22.20
-	
13063 - Media Specialist III	24.76

13071 - Photographer I		15.64
13072 - Photographer II		17.49
13073 - Photographer III		21.68
13074 - Photographer IV		26.51
13075 - Photographer V		32.08
13090 - Technical Order Library		16.52
Clerk		
13110 - Video Teleconference		25.69
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.25
14042 - Computer Operator II		19.48
14043 - Computer Operator III		21.51
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.47
14071 - Computer Programmer I	(see 1)	24.59
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	17.25
Operator		11.20
14160 - Personal Computer Support		23.91
Technician		23.91
14170 - System Support Specialist		26.47
15000 - Instructional Occupations		20.47
		29.50
15010 - Aircrew Training Devices		29.30
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.69
Instructor (Rated)		41 60
15030 - Air Crew Training Devices		41.62
Instructor (Pilot)		
15050 - Computer Based Training		29.50
Specialist / Instructor		
15060 - Educational Technologist		28.55
15070 - Flight Instructor (Pilot)		41.62
15080 - Graphic Artist		23.97
15085 - Maintenance Test Pilot Fixed		41.41
Jet/Prop		
15086 - Maintenance Test Pilot		41.41
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.41
Pilot		
15090 - Technical Instructor		19.87
15095 - Technical Instructor/Course		24.31
Developer		
15110 - Test Proctor		16.04

	10.04
15120 - Tutor	16.04
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	13.42
16010 - Assembler	
16030 - Counter Attendant	13.42
16040 - Dry Cleaner	17.33
16070 - Finisher Flatwork Machine	13.42
16090 - Presser Hand	13.42
16110 - Presser Machine Drycleaning	13.42
16130 - Presser Machine Shirts	13.42
16160 - Presser Machine Wearing	13.42
Apparel Laundry	10 50
16190 - Sewing Machine Operator	18.59
16220 - Tailor	19.88
16250 - Washer Machine	14.71
19000 - Machine Tool Operation And	
Repair Occupations	00.05
19010 - Machine-Tool Operator (Tool	23.05
Room)	
19040 - Tool And Die Maker	27.21
21000 - Materials Handling And Packing	
Occupations	10 10
21020 - Forklift Operator	18.10
21030 - Material Coordinator	21.13
21040 - Material Expediter	21.13
21050 - Material Handling Laborer	15.28
21071 - Order Filler	13.24
21080 - Production Line Worker (Food	18.10
Processing)	
21110 - Shipping Packer	17.36
21130 - Shipping/Receiving Clerk	17.36
21140 - Store Worker I	17.88
21150 - Stock Clerk	22.42
21210 - Tools And Parts Attendant	18.10
21410 - Warehouse Specialist	18.10
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.33
23019 - Aircraft Logs and Records	24.10
Technician	
23021 - Aircraft Mechanic I	27.07
23022 - Aircraft Mechanic II	28.33
23023 - Aircraft Mechanic III	29.37
23040 - Aircraft Mechanic Helper	21.93
23050 - Aircraft Painter	26.48
23060 - Aircraft Servicer	24.10
23070 - Aircraft Survival Flight	26.48
Equipment Technician	
23080 - Aircraft Worker	25.17

23091 - Aircrew Life Support       25.17         Equipment (ALSE) Mechanic       27.07         Equipment (ALSE) Mechanic       27.07         Equipment (ALSE) Mechanic       24.30         23120 - Bicycle Repairer       19.71         23120 - Bicycle Repairer       29.71         23120 - Carpenter Maintenance       27.33         23140 - Carpet Layer       21.88         23160 - Electrician Maintenance       27.33         23181 - Electronics Technician       28.30         Maintenance I       23.30         23182 - Electronics Technician       29.71         Maintenance II       22.03         23183 - Electronics Technician       29.71         Maintenance II       22.03         23260 - Fabric Worker       21.14         23290 - Fire Alarm System Mechanic       22.50         23311 - Fuel Distribution System       26.30         Operator       23.370 - General Maintenance Worker       20.17         23381 - Ground Support Equipment       24.10         Servicer       23.39       23.30         23391 - Gunsmith I       20.24         23392 - Gound Support Equipment       25.17         Worker       23.17         23310 - Heating Ventilation And Air-		
I         23092 - Aircrew Life Support         27.07           Equipment (ALSE) Mechanic         21           II         23110 - Appliance Mechanic         24.30           23120 - Bicycle Repairer         19.71           23125 - Cable Splicer         42.97           23130 - Carpenter Maintenance         23.90           23140 - Carpet Layer         21.88           23160 - Electrician Maintenance         27.33           23181 - Electronics Technician         28.30           Maintenance I         23.90           23183 - Electronics Technician         28.30           Maintenance II         23.183           23183 - Electronics Technician         29.71           Maintenance III         23.00           23183 - Electronics Technician         29.71           Maintenance II         22.03           23183 - Electronics Technician         29.71           Maintenance II         23.00           23183 - Electronics Technician         29.71           Maintenance II         21.14           23260 - Fabric Worker         21.14           23310 - Fire Alarm System Mechanic         22.50           23311 - Fuel Distribution System         26.30           Operator         23.01		25.17
23092 - Aircrew Life Support         27.07           Equipment (ALSE) Mechanic         24.30           23110 - Appliance Mechanic         24.30           23120 - Bicycle Repairer         19.71           23125 - Cable Splicer         42.97           23130 - Carpenter Maintenance         23.90           23140 - Carpet Layer         21.88           23160 - Electrician Maintenance         27.33           23181 - Electronics Technician         28.30           Maintenance II         23.183           23183 - Electronics Technician         29.71           Maintenance III         23.200           23230 - Fire Alarm System Mechanic         22.50           23310 - Fire Extinguisher Repairer         20.03           23311 - Fuel Distribution System         26.30           Operator         27.07           Mechanic         27.07           23381 - Ground Support Equipment         24.10           Servicer         23.391 - Gunsmith I         20.03           23391 - Gunsmith I         20.03         23.2392           23391 - Gunsmith I         20.03         23.2392           23391 - Gunsmith I         20.03         23.2392           23410 - Heating Ventilation And Air         22.29		
Equipment (ALSE) Mechanic TI 23110 - Appliance Mechanic 23120 - Bicycle Repairer 19.71 23125 - Cable Splicer 23130 - Carpenter Maintenance 23.90 23140 - Carpet Layer 23182 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23260 - Fabric Worker 23181 - Fire Alarm System Mechanic 23301 - Fire Extinguisher Repairer 2003 23311 - Fuel Distribution System 23312 - Fuel Distribution System 23302 - General Maintenance Worker 23370 - General Maintenance Worker 23381 - Ground Support Equipment 23382 - Ground Support Equipment 23382 - Ground Support Equipment 23392 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith II 23393 - Gunsmith II 23394 - Heating Ventilation And Air- 23410 - Heating Ventilation And Air- 23410 - Heating Ventilation And Air- 24.10 Conditioning Mechanic 23410 - Heating Ventilation And Air- 24.224 23410 - Heating Ventilation And Air- 24.239 Contidioning Mechanic 23410 - Heating Ventilation And Air- 23.30 - General Maintenance 23410 - Heating Ventilation And Air- 23.30 - Gunsmith III 23.30 - Kaevy Equipment Mechanic 23.440 - Heavy Equipment Mechanic 23.4	-	
IT       23110 - Appliance Mechanic       24.30         23120 - Bicycle Repairer       19.71         23125 - Cable Splicer       42.97         23130 - Carpenter Maintenance       23.90         23140 - Carpet Layer       21.88         23161 - Electrician Maintenance       27.33         23182 - Electronics Technician       22.03         Maintenance I       23.82         23183 - Electronics Technician       28.30         Maintenance III       23.00         23260 - Fabric Worker       21.14         23290 - Fire Alarm System Mechanic       22.50         23311 - Fuel Distribution System       20.03         23312 - Fuel Distribution System       26.30         Operator       23.370 - General Maintenance Worker       20.17         23380 - Ground Support Equipment       24.10         Servicer       23.391 - Guusmith I       20.03         23391 - Guusmith II       22.24         23392 - Guusmith II       22.24         23392 - Guusmith II       22.24         23393 - Guusmith II       22.29         Conditioning       Mechanic       25.17         Mechanic       25.29         23410 - Heating Ventilation And Air       22.29         Condit		27.07
23110 - Appliance Mechanic       24.30         23120 - Bicycle Repairer       19.71         23125 - Cable Splicer       42.97         23130 - Carpenter Maintenance       23.90         23140 - Carpet Layer       21.88         23161 - Electrician Maintenance       27.33         23182 - Electronics Technician       28.30         Maintenance I       23.90         23183 - Electronics Technician       29.71         Maintenance II       23.80         2310 - Fire Alarm System Mechanic       22.50         23310 - Fire Alarm System Mechanic       22.50         2311 - Fuel Distribution System       31.02         Mechanic       20.17         23380 - Ground Support Equipment       26.30         Operator       20.17         23381 - Ground Support Equipment       24.10         Servicer       23.31         23382 - Ground Support Equipment       25.17         Worker       23.91         23393 - Gunsmith II       22.24         23393 - Gunsmith III       22.24         23393 - Gunsmith III       22.24         23393 - Gunsmith III       22.24         23410 - Heating Ventilation And Air       22.29         Conditioning       25.77		
23120 - Bicycle Repairer       19.71         23125 - Cable Splicer       42.97         23130 - Carpenter Maintenance       23.90         23140 - Carpet Layer       21.88         23160 - Electrician Maintenance       27.33         23181 - Electronics Technician       28.30         Maintenance I       23.90         23183 - Electronics Technician       28.30         Maintenance II       23.00         23183 - Electronics Technician       29.71         Maintenance II       23.00         23183 - Electronics Technician       29.71         Maintenance II       23.00         23183 - Electronics Technician       29.71         Maintenance II       20.03         23310 - Fire Alarm System Mechanic       22.50         23310 - Fire Extinguisher Repairer       20.03         23311 - Fuel Distribution System       26.30         Operator       23.370 - General Maintenance Worker       20.17         23380 - Ground Support Equipment       24.10         Servicer       23391 - Gunsmith I       20.03         23391 - Gunsmith II       22.24       23393 - Gunsmith III       22.24         23391 - Gunsmith III       24.475       23410 - Heating Ventilation And Air       22.29		
23125 - Cable Splicer       42.97         23130 - Carpenter Maintenance       23.90         23140 - Carpet Layer       21.88         23161 - Electrician Maintenance       27.33         23181 - Electronics Technician       22.03         Maintenance I       23.82         23182 - Electronics Technician       28.30         Maintenance II       23.00         23260 - Fabric Worker       21.14         23290 - Fire Alarm System Mechanic       22.50         23311 - Fuel Distribution System       26.30         Maintenance III       23.02         2312 - Fuel Distribution System       26.30         Operator       23.30 - Ground Support Equipment         23381 - Ground Support Equipment       27.07         Mechanic       23.33         23382 - Ground Support Equipment       25.17         Worker       21.30         23392 - Gunsmith II       22.24         23393 - Gunsmith III       22.24         23410 - Heating Ventilation And Air       22.29         Conditioning <td< td=""><td>= =</td><td></td></td<>	= =	
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23140 - Carpet Layer21.8823160 - Electrician Maintenance27.3323181 - Electronics Technician22.03Maintenance I23.0323182 - Electronics Technician28.30Maintenance II23.0323183 - Electronics Technician29.71Maintenance III23.0023260 - Fabric Worker21.1423290 - Fire Alarm System Mechanic22.5023311 - Fuel Distribution System31.02Mechanic20.3323312 - Fuel Distribution System26.30Operator23370 - General Maintenance Worker20.1723380 - Ground Support Equipment27.07Mechanic23391 - Ground Support Equipment25.17Worker23391 - Gunsmith II20.0323392 - Gunsmith III20.0323393 - Gunsmith III22.2423393 - Gunsmith III22.2423393 - Gunsmith III22.29Conditioning21.30Mechanic22.2923410 - Heating Ventilation And Air22.29Conditioning22.292440 - Heavy Equipment Mechanic25.1723430 - Heavy Equipment Mechanic25.7723430 - Heavy Equipment Mechanic25.7723430 - Heavy Equipment Mechanic25.7723430 - Heavy Equipment Mechanic25.292345 - Laboratory/Shelter Mechanic25.7723465 - Laboratory/Shelter Mechanic23.0523510 - Locksmith23.0523510 - Locksmith23.0523530 - Machinery Maintenance29.74	-	42.97
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23181 - Electronics Technician22.03Maintenance I28.30Maintenance II29.7123183 - Electronics Technician29.71Maintenance III23260 - Fabric Worker21.1423290 - Fire Alarm System Mechanic22.5023310 - Fire Extinguisher Repairer20.0323311 - Fuel Distribution System31.02Mechanic20.0323312 - Fuel Distribution System26.30Operator23370 - General Maintenance Worker20.1723380 - Ground Support Equipment27.07Mechanic23381 - Gound Support Equipment25.17Worker23392 - Ground Support Equipment25.17Worker23393 - Gunsmith II20.0323392 - Gunsmith II24.7523410 - Heating Ventilation And Air-21.30Conditioning24.17523411 - Heating Ventilation And Air-21.30Conditioning25.77Mechanic25.7723430 - Heavy Equipment Mechanic25.7723430 - Heavy Equipment Operator26.6623450 - Instrument Mechanic25.7723430 - Heavy Equipment Operator26.6623460 - Instrument Mechanic25.7723430 - Heavy Equipment Operator26.6623460 - Instrument Mechanic25.2923465 - Laboratory/Shelter Mechanic23.4423470 - Laborer15.2823510 - Locksmith23.0523530 - Machinery Maintenance29.71	23140 - Carpet Layer	21.88
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23182 - Electronics Technician28.30Maintenance II29.71Maintenance III23260 - Fabric Worker21.1423260 - Fabric Worker21.1423290 - Fire Alarm System Mechanic22.5023310 - Fire Extinguisher Repairer20.0323311 - Fuel Distribution System31.02Mechanic23370 - General Maintenance Worker20.1723381 - Ground Support Equipment27.07Mechanic23381 - Ground Support Equipment24.10Servicer23391 - Gunsmith I20.0323392 - Gunsmith II22.2423393 - Gunsmith III22.2423393 - Gunsmith III22.2423410 - Heating Ventilation And Air-21.30ConditioningMechanic25.7723440 - Heaty Equipment Mechanic25.7723440 - Heaty Equipment Mechanic25.7723440 - Heaty Equipment Mechanic25.7723465 - Laboratory/Shelter Mechanic25.2923465 - Laboratory/Shelter Mechanic25.2823510 - Locksmith23.042350 - Machinery Maintenance29.74Mechanic23.44	23181 - Electronics Technician	22.03
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Mechanic         23312 - Fuel Distribution System         26.30           Operator         20.17           23370 - General Maintenance Worker         20.17           23380 - Ground Support Equipment         27.07           Mechanic         24.10           Servicer         23391 - Ground Support Equipment         24.10           Servicer         23391 - Gunsmith I         20.03           23392 - Gunsmith II         20.03           23393 - Gunsmith II         22.24           23393 - Gunsmith III         24.75           23410 - Heating Ventilation And Air-         21.30           Conditioning         22.29           Mechanic         25.77           23410 - Heating Ventilation And Air         22.29           Contidioning         25.77           Mechanic         25.77           2340 - Heavy Equipment Mechanic         25.77           2340 - Heavy Equipment Mechanic         25.29           23455 - Laboratory/Shelter Mechanic         25.29           23455 - Laboratory/Shelter Mechanic         23.44           23470 - Laborer         25.28           23510 - Locksmith         23.05           23530 - Machinery Maintenance         29.74		
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23370 - General Maintenance Worker 20.17 23380 - Ground Support Equipment 27.07 Mechanic 23381 - Ground Support Equipment 24.10 Servicer 25.17 Worker 25.17 Worker 20.03 23392 - Gunsmith I 20.03 23392 - Gunsmith II 22.24 23393 - Gunsmith III 24.75 23410 - Heating Ventilation And Air- 21.30 Conditioning 21.30 Conditioning 22.29 Contidioning 22.29 Contidioning 25.77 23430 - Heavy Equipment Mechanic 25.77 23440 - Heavy Equipment Mechanic 25.77 23440 - Heavy Equipment Mechanic 25.29 23465 - Laboratory/Shelter Mechanic 23.44 23470 - Laborer 15.28 23510 - Locksmith 23.05 23530 - Machinery Maintenance 29.74 Mechanic	_	
23380 - Ground Support Equipment       27.07         Mechanic       24.10         23381 - Ground Support Equipment       24.10         Servicer       23382 - Ground Support Equipment       25.17         Worker       20.03         23391 - Gunsmith I       20.03         23392 - Gunsmith II       24.75         23410 - Heating Ventilation And Air-       21.30         Conditioning       2         Mechanic       2         23411 - Heating Ventilation And Air       22.29         Contidioning       2         Mechanic       25.77         23430 - Heavy Equipment Mechanic       25.77         23440 - Heavy Equipment Operator       26.66         23465 - Laboratory/Shelter Mechanic       25.29         23465 - Laboratory/Shelter Mechanic       23.44         23470 - Laborer       15.28         23510 - Locksmith       23.05         23530 - Machinery Maintenance       29.74	-	20.17
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23530 - Machinery Maintenance 29.74 Mechanic		
Mechanic		
	-	29.74
23550 - Machinist Maintenance 22.74		
	23550 - Machinist Maintenance	22.74

23580 - Maintenance Trades Helper	20.86
23591 - Metrology Technician I	25.29
23592 - Metrology Technician II	26.48
23593 - Metrology Technician III	27.44
23640 - Millwright	24.20
23710 - Office Appliance Repairer	23.05
23760 - Painter Maintenance	22.10
23790 - Pipefitter Maintenance	29.03
23810 - Plumber Maintenance	27.66
23820 - Pneudraulic Systems Mechanic	24.75
23850 - Rigger	28.15
23870 - Scale Mechanic	22.24
23890 - Sheet-Metal Worker	28.32
Maintenance	01 00
23910 - Small Engine Mechanic	21.88
23931 - Telecommunications Mechanic	26.90
I	20.25
23932 - Telecommunications Mechanic	30.35
	00 70
23950 - Telephone Lineman	23.78
23960 - Welder Combination	20.67
Maintenance	
23965 - Well Driller	25.40
23970 - Woodcraft Worker	24.75
23980 - Woodworker	19.71
24000 - Personal Needs Occupations	1 ( 1 )
24550 - Case Manager	16.13
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk 24610 - Chore Aide	17.75
	12.61
24620 - Family Readiness And Support Services	16.13
Coordinator	
24630 - Homemaker	19.78
24050 - Homemaker 25000 - Plant And System Operations	19.70
Occupations	
25010 - Boiler Tender	28.14
25010 - Boller lender 25040 - Sewage Plant Operator	30.12
25040 - Sewage Flant Operator 25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	22.77
25210 - Water Treatment Plant	30.12
Operator	50.12
27000 - Protective Service Occupations	
27000 - Fiotective Service Occupations	22.53
27004 - Alarm Monitor 27007 - Baggage Inspector	14.33
27007 - Baggage Inspector 27008 - Corrections Officer	28.25
27008 - Corrections Officer 27010 - Court Security Officer	28.63
27010 - Court Security Officer 27030 - Detection Dog Handler	20.45
27030 - Detection Dog Handler 27040 - Detention Officer	20.45
27070 - Firefighter	26.62
21010 ETTETTAUCET	20.02

27101 - Guard I			14.33
27102 - Guard II			20.45
27131 - Police Officer I			28.20
27132 - Police Officer II			31.34
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.51
28042 - Carnival Equipment Repairer			16.42
28043 - Carnival Worker			12.57
28210 - Gate Attendant/Gate Tender			15.47
28310 - Lifequard			12.62
28350 - Park Attendant (Aide)			17.30
28510 - Recreation Aide/Health			12.62
Facility Attendant			
28515 - Recreation Specialist			21.43
28630 - Sports Official			13.77
28690 - Swimming Pool Operator			24.56
29000 - Stevedoring/Longshoremen			21.00
Occupational Services			
29010 - Blocker And Bracer			29.18
29020 - Hatch Tender			29.18
29020 - Hatten Tender 29030 - Line Handler			29.10
29030 - Line Handler 29041 - Stevedore I			28.02
29042 - Stevedore II			33.40
30000 - Technical Occupations	1	2	10 00
30010 - Air Traffic Control	(see	2)	40.89
Specialist Center (HFO)	,	<u></u>	00 10
30011 - Air Traffic Control	(see	2)	28.19
Specialist Station (HFO)			
30012 - Air Traffic Control			31.05
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			20.33
30022 - Archeological Technician II			22.74
30023 - Archeological Technician III			26.16
30030 - Cartographic Technician			28.17
30040 - Civil Engineering Technician			26.82
30051 - Cryogenic Technician I			26.63
30052 - Cryogenic Technician II			29.41
30061 - Drafter/CAD Operator I			20.33
30062 - Drafter/CAD Operator II			22.74
30063 - Drafter/CAD Operator III			25.36
30064 - Drafter/CAD Operator IV			30.87
30081 - Engineering Technician I			16.94
30082 - Engineering Technician II			19.03
30083 - Engineering Technician III			23.33
30084 - Engineering Technician IV			26.37
30085 - Engineering Technician V			32.26
30086 - Engineering Technician VI			39.04
30090 - Environmental Technician			24.04
30095 - Evidence Control Specialist			24.04
30210 - Laboratory Technician			23.26

30221 - Latent Fingerprint			26.63
Technician I			
30222 - Latent Fingerprint			29.41
Technician II			
30240 - Mathematical Technician			28.17
30361 - Paralegal/Legal Assistant I			19.96
30362 - Paralegal/Legal Assistant II			24.72
30363 - Paralegal/Legal Assistant			30.24
III			
30364 - Paralegal/Legal Assistant IV			36.59
30375 - Petroleum Supply Specialist			29.41
30390 - Photo-Optics Technician			28.17
30395 - Radiation Control Technician			29.41
30461 - Technical Writer I			24.04
30462 - Technical Writer II			29.41
30463 - Technical Writer III			35.58
30491 - Unexploded Ordnance (UXO)			25.98
Technician I			
30492 - Unexploded Ordnance (UXO)			31.44
Technician II			
30493 - Unexploded Ordnance (UXO)			37.68
Technician III			0,.00
30494 - Unexploded (UXO) Safety			25.98
Escort			20.90
30495 - Unexploded (UXO) Sweep			25.98
Personnel			23.90
30501 - Weather Forecaster I			26.63
30502 - Weather Forecaster II			32.39
	1000	21	
30620 - Weather Observer Combined	(see	2)	25.36
Upper Air Or			
Surface Programs	/	2)	07 40
30621 - Weather Observer Senior	(see	2)	27.49
31000 - Transportation/Mobile			
Equipment Operation Occupations			01 44
31010 - Airplane Pilot			31.44
31020 - Bus Aide			15.62
31030 - Bus Driver			19.90
31043 - Driver Courier			17.58
31260 - Parking and Lot Attendant			15.60
31290 - Shuttle Bus Driver			16.91
31310 - Taxi Driver			14.44
31361 - Truckdriver Light			18.60
31362 - Truckdriver Medium			19.64
31363 - Truckdriver Heavy			22.62
31364 - Truckdriver Tractor-Trailer			22.62
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.33
99030 - Cashier			12.43
99050 - Desk Clerk			13.86
99095 - Embalmer			30.13

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	14.49
I	
99252 - Laboratory Animal Caretaker	15.34
II	
99260 - Marketing Analyst	15.69
99310 - Mortician	30.13
99410 - Pest Controller	17.08
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	20.10
99711 - Recycling Specialist	22.91
99730 - Refuse Collector	18.57
99810 - Sales Clerk	13.33
99820 - School Crossing Guard	19.36
99830 - Survey Party Chief	31.79
99831 - Surveying Aide	18.08
99832 - Surveying Technician	24.80
99840 - Vending Machine Attendant	23.89
99841 - Vending Machine Repairer	28.08
99842 - Vending Machine Repairer	23.89
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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.: 2015-5469
Daniel W. Simms Division of	Revision No.: 17
Director Wage Determination	s  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: Arizona

Area: Arizona Counties of Maricopa Pinal

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.61
01012 - Accounting Clerk II		18.66
01013 - Accounting Clerk III		20.86
01020 - Administrative Assistant		29.43
01035 - Court Reporter		26.94
01041 - Customer Service		14.98
Representative I		
01042 - Customer Service		16.85
Representative II		

01043 - Customer Service Representative III		18.38
01051 - Data Entry Operator I		15.26
01052 - Data Entry Operator II		16.65
01060 - Dispatcher Motor Vehicle		18.79
01070 - Document Preparation Clerk		16.53
01090 - Duplicating Machine Operator		16.53
01111 - General Clerk I		15.11
01112 - General Clerk II		16.49
01113 - General Clerk III		18.52
01120 - Housing Referral Assistant		22.65
01141 - Messenger Courier		14.82
01191 - Order Clerk I		14.46
01192 - Order Clerk II		15.78
01261 - Personnel Assistant		16.56
(Employment) I		
01262 - Personnel Assistant		18.52
(Employment) II		
01263 - Personnel Assistant		20.64
(Employment) III		
01270 - Production Control Clerk		22.44
01290 - Rental Clerk		15.32
01300 - Scheduler Maintenance		18.17
01311 - Secretary I		18.17
01312 - Secretary II		20.33
01313 - Secretary III		22.65
01320 - Service Order Dispatcher		16.79
01410 - Supply Technician		29.43
01420 - Survey Worker		17.46
01460 - Switchboard		15.35
Operator/Receptionist		
01531 - Travel Clerk I		19.72
01532 - Travel Clerk II		21.29
01533 - Travel Clerk III		22.91
01611 - Word Processor I		16.62
01612 - Word Processor II		18.66
		±0.00
01613 - Word Processor III		20.87
01613 - Word Processor III 05000 - Automotive Service Occupations		
05000 - Automotive Service Occupations		20.87
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	20.87 22.17 20.30
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	20.87 22.17 20.30 19.42
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	20.87 22.17 20.30 19.42 19.42
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	20.87 22.17 20.30 19.42 19.42 16.62
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	20.87 22.17 20.30 19.42 19.42
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	20.87 22.17 20.30 19.42 19.42 16.62 22.69
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	20.87 22.17 20.30 19.42 19.42 16.62 22.69
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	Electrician	20.87 22.17 20.30 19.42 19.42 16.62 22.69 19.62 21.59
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	20.87 22.17 20.30 19.42 19.42 16.62 22.69

05250 - Motor Vehicle Upholstery	18.14
Worker	10 00
05280 - Motor Vehicle Wrecker	19.62
05310 - Painter Automotive	22.12
05340 - Radiator Repair Specialist	19.58
05370 - Tire Repairer	14.21
05400 - Transmission Repair	21.59
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.40
07041 - Cook I	14.56
07042 - Cook II	17.38
07070 - Dishwasher	12.54
07130 - Food Service Worker	12.77
07210 - Meat Cutter	18.16
07260 - Waiter/Waitress	13.32
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	10.88
09080 - Furniture Refinisher	17.38
09090 - Furniture Refinisher Helper	12.16
09110 - Furniture Repairer Minor	14.77
09130 - Upholsterer	17.31
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.66
11060 - Elevator Operator	12.66
11090 - Gardener	20.19
11122 - Housekeeping Aide	13.62
11150 - Janitor	13.62
11210 - Laborer Grounds Maintenance	14.27
11240 - Maid or Houseman	12.57
11260 - Pruner	13.13
11270 - Tractor Operator	18.20
11330 - Trail Maintenance Worker	14.27
11360 - Window Cleaner	14.81
12000 - Health Occupations	
12010 - Ambulance Driver	17.68
12011 - Breath Alcohol Technician	24.56
12012 - Certified Occupational	33.53
Therapist Assistant	
12015 - Certified Physical Therapist	23.15
Assistant	
12020 - Dental Assistant	21.16
12025 - Dental Hygienist	43.88
12030 - EKG Technician	26.86
12035 - Electroneurodiagnostic	26.86
Technologist	
-	

12040 - Emergency Medical Technician	17.68
12071 - Licensed Practical Nurse I	21.96
12072 - Licensed Practical Nurse II	24.56
12073 - Licensed Practical Nurse III	27.37
12100 - Medical Assistant	17.42
12130 - Medical Laboratory	23.73
Technician	
12160 - Medical Record Clerk	19.43
12190 - Medical Record Technician	21.74
12195 - Medical Transcriptionist	19.10
12210 - Nuclear Medicine	42.26
Technologist	10 01
12221 - Nursing Assistant I	12.21
12222 - Nursing Assistant II	13.72
12223 - Nursing Assistant III	14.97
12224 - Nursing Assistant IV	16.80
12235 - Optical Dispenser	19.75
12236 - Optical Technician	17.97
12250 - Pharmacy Technician	17.45
12280 - Phlebotomist	16.89
12305 - Radiologic Technologist	32.17
12311 - Registered Nurse I	26.93
12312 - Registered Nurse II	33.08
12313 - Registered Nurse II	33.08
Specialist	
12314 - Registered Nurse III	40.02
12315 - Registered Nurse III	40.02
Anesthetist	
12316 - Registered Nurse IV	47.96
12317 - Scheduler (Drug and Alcohol	30.41
Testing)	
12320 - Substance Abuse Treatment	22.32
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.20
13012 - Exhibits Specialist II	22.55
13013 - Exhibits Specialist III	27.58
13041 - Illustrator I	18.79
13042 - Illustrator II	23.18
13043 - Illustrator III	28.27
13047 - Librarian	26.75
13050 - Library Aide/Clerk	14.59
13054 - Library Information	24.16
Technology Systems	
Administrator	
13058 - Library Technician	15.71
13061 - Media Specialist I	17.42
13062 - Media Specialist II	19.49
13063 - Media Specialist III	21.74

13071 - Photographer I		15.92
13072 - Photographer II		17.80
13073 - Photographer III		22.05
13074 - Photographer IV		26.98
13075 - Photographer V		32.65
13090 - Technical Order Library		18.33
Clerk		
13110 - Video Teleconference		20.32
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.15
14042 - Computer Operator II		19.18
14043 - Computer Operator III		21.37
14044 - Computer Operator IV		23.76
14045 - Computer Operator V		26.31
14071 - Computer Programmer I	(see 1)	23.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(	17.15
Operator		
14160 - Personal Computer Support		23.76
Technician		
14170 - System Support Specialist		30.04
15000 - Instructional Occupations		00.01
15010 - Aircrew Training Devices		30.06
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.56
Instructor (Rated)		
15030 - Air Crew Training Devices		43.58
Instructor (Pilot)		10.00
15050 - Computer Based Training		30.06
Specialist / Instructor		30.00
15060 - Educational Technologist		29.15
15070 - Flight Instructor (Pilot)		43.58
15080 - Graphic Artist		25.92
15085 - Maintenance Test Pilot Fixed		43.58
Jet/Prop		10.00
15086 - Maintenance Test Pilot		43.58
Rotary Wing		10.00
15088 - Non-Maintenance Test/Co-		43.58
Pilot		10.00
15090 - Technical Instructor		22.31
15095 - Technical Instructor/Course		27.29
Developer		61.63
15110 - Test Proctor		18.01
TOTIO - TESC FIOGLOI		10.01

	10 01
15120 - Tutor	18.01
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	15 06
16010 - Assembler	15.26
16030 - Counter Attendant	15.26
16040 - Dry Cleaner	17.89
16070 - Finisher Flatwork Machine	15.26
16090 - Presser Hand	15.26
16110 - Presser Machine Drycleaning	15.26
16130 - Presser Machine Shirts	15.26
16160 - Presser Machine Wearing	15.26
Apparel Laundry	
16190 - Sewing Machine Operator	18.63
16220 - Tailor	19.38
16250 - Washer Machine	16.39
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.26
Room)	
19040 - Tool And Die Maker	27.74
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.91
21030 - Material Coordinator	22.44
21040 - Material Expediter	22.44
21050 - Material Handling Laborer	14.86
21071 - Order Filler	14.52
21080 - Production Line Worker (Food	17.91
Processing)	
21110 - Shipping Packer	16.92
21130 - Shipping/Receiving Clerk	16.92
21140 - Store Worker I	12.89
21150 - Stock Clerk	16.74
21210 - Tools And Parts Attendant	17.91
21410 - Warehouse Specialist	17.91
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	36.48
23019 - Aircraft Logs and Records	27.38
Technician	
23021 - Aircraft Mechanic I	34.52
23022 - Aircraft Mechanic II	36.48
23023 - Aircraft Mechanic III	38.42
23040 - Aircraft Mechanic Helper	22.50
23050 - Aircraft Painter	32.19
23060 - Aircraft Servicer	27.38
23070 - Aircraft Survival Flight	32.19
Equipment Technician	0.0 5 5
23080 - Aircraft Worker	29.79

23091 - Aircrew Life Support	29.79
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	34.52
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.36
23120 - Bicycle Repairer	19.13
23125 - Cable Splicer	41.90
23130 - Carpenter Maintenance	22.87
23140 - Carpet Layer	19.03
23160 - Electrician Maintenance	23.55
23181 - Electronics Technician	26.09
Maintenance I	
23182 - Electronics Technician	28.19
Maintenance II	
23183 - Electronics Technician	30.23
Maintenance III	
23260 - Fabric Worker	21.00
23290 - Fire Alarm System Mechanic	26.59
23310 - Fire Extinguisher Repairer	19.13
23311 - Fuel Distribution System	32.96
Mechanic	
23312 - Fuel Distribution System	23.83
Operator	
23370 - General Maintenance Worker	19.03
23380 - Ground Support Equipment	34.52
Mechanic	
23381 - Ground Support Equipment	27.38
Servicer	
23382 - Ground Support Equipment	29.80
Worker	
23391 - Gunsmith I	19.13
23392 - Gunsmith II	22.84
23393 - Gunsmith III	26.47
23410 - Heating Ventilation And Air-	22.69
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.98
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.11
23440 - Heavy Equipment Operator	23.42
23460 - Instrument Mechanic	27.05
23465 - Laboratory/Shelter Mechanic	24.68
23470 - Laborer	14.86
23510 - Locksmith	20.70
23530 - Machinery Maintenance	26.03
Mechanic	
23550 - Machinist Maintenance	23.61

23580 - Maintenance Trades Helper	
-	17.22
23591 - Metrology Technician I	27.05
23592 - Metrology Technician II	28.59
23593 - Metrology Technician III	30.09
23640 - Millwright	31.57
23710 - Office Appliance Repairer	19.75
23760 - Painter Maintenance	19.36
23790 - Pipefitter Maintenance	25.98
23810 - Plumber Maintenance	24.22
23820 - Pneudraulic Systems Mechanic	26.47
23850 - Rigger	28.79
23870 - Scale Mechanic	22.84
23890 - Sheet-Metal Worker	23.22
Maintenance	
23910 - Small Engine Mechanic	19.84
23931 - Telecommunications Mechanic	28.95
I	0.0
23932 - Telecommunications Mechanic	30.60
II	
23950 - Telephone Lineman	22.92
23960 - Welder Combination	21.72
Maintenance	
23965 - Well Driller	27.44
23970 - Woodcraft Worker	26.47
23980 - Woodworker	19.13
24000 - Personal Needs Occupations	
24550 - Case Manager	17.06
24570 - Child Care Attendant	12.84
24580 - Child Care Center Clerk	16.79
24610 - Chore Aide	12.73
24620 - Family Readiness And Support	17.06
Services	
Coordinator	10.00
24630 - Homemaker	18.38
25000 - Plant And System Operations	
Occupations	
	28.23
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	00 00
25040 - Sewage Plant Operator 25070 - Stationary Engineer	28.23
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	17.92
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	17.92
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	17.92 26.21
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	17.92 26.21 23.85
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	17.92 26.21 23.85 14.39
25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	17.92 26.21 23.85 14.39 24.12
<pre>25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer</pre>	17.92 26.21 23.85 14.39 24.12 25.93
<pre>25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler</pre>	17.92 26.21 23.85 14.39 24.12 25.93 16.13
<pre>25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer</pre>	17.92 26.21 23.85 14.39 24.12 25.93

27101 - Guard I			1 4 0 0
			14.39
27102 - Guard II			16.13
27131 - Police Officer I			31.91
27132 - Police Officer II			35.47
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			17.07
28042 - Carnival Equipment Repairer			18.93
28043 - Carnival Worker			12.31
28210 - Gate Attendant/Gate Tender			16.16
28310 - Lifeguard			12.69
28350 - Park Attendant (Aide)			18.07
28510 - Recreation Aide/Health			13.18
Facility Attendant			
28515 - Recreation Specialist			22.38
28630 - Sports Official			14.38
28690 - Swimming Pool Operator			22.60
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			29.41
29020 - Hatch Tender			29.41
29030 - Line Handler			29.41
29041 - Stevedore I			27.02
29042 - Stevedore II			31.79
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	41.74
Specialist Center (HFO)	(	_,	
30011 - Air Traffic Control	(see	2)	28.78
	(000	= /	
Specialist Station (HFO)			
Specialist Station (HFO) 30012 - Air Traffic Control			31.69
30012 - Air Traffic Control			31.69
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)			
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I			18.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II			18.86 21.09
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III			18.86 21.09 26.12
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician			18.86 21.09 26.12 26.12
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			18.86 21.09 26.12 26.12 26.95
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			18.86 21.09 26.12 26.12 26.95 28.93
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			18.86 21.09 26.12 26.12 26.95 28.93 31.95
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			18.86 21.09 26.12 26.95 28.93 31.95 18.86
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 30062 - Drafter/CAD Operator II			18.86 21.09 26.12 26.95 28.93 31.95 18.86 21.09
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			18.86 21.09 26.12 26.12 26.95 28.93 31.95 18.86 21.09 23.50
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			18.86 21.09 26.12 26.12 26.95 28.93 31.95 18.86 21.09 23.50 28.93
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 I			18.86 21.09 26.12 26.95 28.93 31.95 18.86 21.09 23.50 28.93 16.58
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 I			18.86 21.09 26.12 26.95 28.93 31.95 18.86 21.09 23.50 28.93 16.58 18.62
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 I 30082 - Engineering Technician II			18.86 21.09 26.12 26.95 28.93 31.95 18.86 21.09 23.50 28.93 16.58 18.62 21.48
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 III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II			18.86 21.09 26.12 26.95 28.93 31.95 18.86 21.09 23.50 28.93 16.58 18.62 21.48 25.80
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 III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V			18.86 21.09 26.12 26.95 28.93 31.95 18.86 21.09 23.50 28.93 16.58 18.62 21.48 25.80 31.56
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician II 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 III 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician III 30085 - Engineering Technician V			18.86 21.09 26.12 26.95 28.93 31.95 18.86 21.09 23.50 28.93 16.58 18.62 21.48 25.80 31.56 38.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician II 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 III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30090 - Environmental Technician			18.86 21.09 26.12 26.95 28.93 31.95 18.86 21.09 23.50 28.93 16.58 18.62 21.48 25.80 31.56 38.10 22.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician II 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 III 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician III 30085 - Engineering Technician V			18.86 21.09 26.12 26.95 28.93 31.95 18.86 21.09 23.50 28.93 16.58 18.62 21.48 25.80 31.56 38.10

30221 - Latent Fingerprint			26.76
Technician I			
30222 - Latent Fingerprint			29.56
Technician II			
30240 - Mathematical Technician			31.22
30361 - Paralegal/Legal Assistant I			21.19
30362 - Paralegal/Legal Assistant II			25.87
30363 - Paralegal/Legal Assistant			31.65
III			
30364 - Paralegal/Legal Assistant IV			38.30
30375 - Petroleum Supply Specialist			31.95
30390 - Photo-Optics Technician			26.12
30395 - Radiation Control Technician			31.95
30461 - Technical Writer I			24.99
30462 - Technical Writer II			30.57
30463 - Technical Writer III			36.99
30491 - Unexploded Ordnance (UXO)			26.52
Technician I			
30492 - Unexploded Ordnance (UXO)			32.09
Technician II			
30493 - Unexploded Ordnance (UXO)			38.46
Technician III			00010
30494 - Unexploded (UXO) Safety			26.52
Escort			20.02
30495 - Unexploded (UXO) Sweep			26.52
Personnel			20.02
30501 - Weather Forecaster I			28.93
30502 - Weather Forecaster II			35.20
30620 - Weather Observer Combined	(see	2)	23.50
Upper Air Or	(500	2)	20.00
SULTACA Programs			
Surface Programs 30621 - Weather Observer Senior	( 900	2)	26 12
30621 - Weather Observer Senior	(see	2)	26.12
30621 - Weather Observer Senior 31000 - Transportation/Mobile	(see	2)	26.12
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations	(see	2)	
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	(see	2)	32.09
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	(see	2)	32.09 14.26
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	(see	2)	32.09 14.26 22.14
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	(see	2)	32.09 14.26 22.14 15.84
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	(see	2)	32.09 14.26 22.14 15.84 13.34
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	(see	2)	32.09 14.26 22.14 15.84 13.34 16.83
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	(see	2)	32.09 14.26 22.14 15.84 13.34 16.83 14.49
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	(see	2)	32.09 14.26 22.14 15.84 13.34 16.83 14.49 17.57
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	(see	2)	32.09 14.26 22.14 15.84 13.34 16.83 14.49 17.57 19.28
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	(see	2)	32.09 14.26 22.14 15.84 13.34 16.83 14.49 17.57 19.28 22.97
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	(see	2)	32.09 14.26 22.14 15.84 13.34 16.83 14.49 17.57 19.28
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	(see	2)	32.09 14.26 22.14 15.84 13.34 16.83 14.49 17.57 19.28 22.97 22.97
<pre>30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	(see	2)	32.09 14.26 22.14 15.84 13.34 16.83 14.49 17.57 19.28 22.97 22.97 15.65
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	(see	2)	32.09 14.26 22.14 15.84 13.34 16.83 14.49 17.57 19.28 22.97 22.97 15.65 12.63
<pre>30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	(see	2)	32.09 14.26 22.14 15.84 13.34 16.83 14.49 17.57 19.28 22.97 22.97 15.65

99130 - Flight Follower	26.52
99251 - Laboratory Animal Caretaker	15.70
I	
99252 - Laboratory Animal Caretaker	17.41
II	
99260 - Marketing Analyst	29.63
99310 - Mortician	28.19
99410 - Pest Controller	17.94
99510 - Photofinishing Worker	17.89
99710 - Recycling Laborer	24.17
99711 - Recycling Specialist	31.02
99730 - Refuse Collector	20.99
99810 - Sales Clerk	12.91
99820 - School Crossing Guard	12.43
99830 - Survey Party Chief	32.04
99831 - Surveying Aide	19.29
99832 - Surveying Technician	27.20
99840 - Vending Machine Attendant	16.38
99841 - Vending Machine Repairer	20.77
99842 - Vending Machine Repairer	16.38
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR 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 Determinations	Wage Determination No.: 2015-5471 Revision No.: 15 Date Of Last Revision: 12/27/2021

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

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

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

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

State: Arizona

Area: Arizona County of Yavapai

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.36
01035 - Court Reporter		16.93
01041 - Customer Service		13.16
Representative I		
01042 - Customer Service		14.80
Representative II		

01043 - Customer Service Representative III		16.14
01051 - Data Entry Operator I		14.12
01052 - Data Entry Operator II		15.41
01060 - Dispatcher Motor Vehicle		19.59
01070 - Document Preparation Clerk		13.55
01090 - Duplicating Machine Operator		13.55
01111 - General Clerk I		14.79
01112 - General Clerk II		16.14
01113 - General Clerk III		18.13
01120 - Housing Referral Assistant		20.78
01141 - Messenger Courier		14.61
01191 - Order Clerk I		13.69
01192 - Order Clerk II		14.93
01261 - Personnel Assistant		16.93
(Employment) I		10.55
01262 - Personnel Assistant		18.95
(Employment) II		10.95
01263 - Personnel Assistant		21.12
(Employment) III		$\angle \perp \cdot \perp \angle$
01270 - Production Control Clerk		22.29
01290 - Rental Clerk		15.14
01300 - Scheduler Maintenance		16.66
01311 - Secretary I		16.66
01312 - Secretary II		18.64
01312 - Secretary II 01313 - Secretary III		20.78
01313 - Secretary III 01320 - Service Order Dispatcher		17.51
-		25.36
01410 - Supply Technician		17.44
01420 - Survey Worker 01460 - Switchboard		17.44
		14.49
Operator/Receptionist 01531 - Travel Clerk I		14.33
01532 - Travel Clerk II		15.66
01533 - Travel Clerk III 01611 - Word Processor I		16.88
		13.82
01612 - Word Processor II		15.78
01613 - Word Processor III		17.54
05000 - Automotive Service Occupations		0.1 $C1$
05005 - Automobile Body Repairer		24.61
Fiberglass		00 71
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		19.42
05070 - Automotive Worker		19.42
05110 - Mobile Equipment Servicer		16.62
05130 - Motor Equipment Metal		22.69
Mechanic		10 00
05160 - Motor Equipment Metal Worker		19.62
05190 - Motor Vehicle Mechanic		
		22.26
05220 - Motor Vehicle Mechanic Helper		15.12

05250 - Motor Vehicle Upholstery	18.14
Worker	10 00
05280 - Motor Vehicle Wrecker	19.62
05310 - Painter Automotive	22.12
05340 - Radiator Repair Specialist	19.58
05370 - Tire Repairer	14.21
05400 - Transmission Repair	22.26
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.01
07041 - Cook I	15.38
07042 - Cook II	18.22
07070 - Dishwasher	12.46
07130 - Food Service Worker	12.89
07210 - Meat Cutter	19.00
07260 - Waiter/Waitress	12.94
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.48
09040 - Furniture Handler	11.17
09080 - Furniture Refinisher	20.48
09090 - Furniture Refinisher Helper	14.27
09110 - Furniture Repairer Minor	17.37
09130 - Upholsterer	20.48
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.21
11060 - Elevator Operator	14.14
11090 - Gardener	20.20
11122 - Housekeeping Aide	14.14
11150 - Janitor	14.14
11210 - Laborer Grounds Maintenance	14.25
11240 - Maid or Houseman	13.72
11260 - Pruner	13.42
11270 - Tractor Operator	18.20
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	15.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.52
12011 - Breath Alcohol Technician	24.82
12012 - Certified Occupational	34.88
Therapist Assistant	
12015 - Certified Physical Therapist	30.68
Assistant	
12020 - Dental Assistant	18.45
12025 - Dental Hygienist	44.96
12030 - EKG Technician	37.36
12035 - Electroneurodiagnostic	37.36
12035 - Electroneurodiagnostic Technologist	37.36

12040 - Emergency Medical Technician	17.52
12071 - Licensed Practical Nurse I	22.20
12072 - Licensed Practical Nurse II	24.82
12073 - Licensed Practical Nurse III	27.67
12100 - Medical Assistant	16.30
12130 - Medical Laboratory	24.74
Technician	
12160 - Medical Record Clerk	18.80
12190 - Medical Record Technician	21.02
12195 - Medical Transcriptionist	22.20
12210 - Nuclear Medicine	54.56
Technologist	11 00
12221 - Nursing Assistant I	11.69
12222 - Nursing Assistant II	13.13
12223 - Nursing Assistant III	14.33
12224 - Nursing Assistant IV	16.10
12235 - Optical Dispenser	20.31
12236 - Optical Technician	22.20
12250 - Pharmacy Technician	17.81
12280 - Phlebotomist	20.90
12305 - Radiologic Technologist	31.54
12311 - Registered Nurse I	26.93
12312 - Registered Nurse II	33.08
12313 - Registered Nurse II	33.08
Specialist	40.00
12314 - Registered Nurse III	40.02
12315 - Registered Nurse III	40.02
Anesthetist	17 00
12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol	47.96
Testing)	30.75
12320 - Substance Abuse Treatment	22.16
Counselor	22.10
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.45
13012 - Exhibits Specialist II	21.62
13013 - Exhibits Specialist III	26.44
13041 - Illustrator I	18.79
13042 - Illustrator II	23.18
13042 - Illustrator III	28.27
13047 - Librarian	23.94
13050 - Library Aide/Clerk	14.20
13054 - Library Information	21.62
Technology Systems	21.02
Administrator	
13058 - Library Technician	17.36
13061 - Media Specialist I	15.60
13062 - Media Specialist II	17.45
13063 - Media Specialist III	19.46
10000 Media opecialist ili	- J • - U

13071 - Photographer I		15.60
13072 - Photographer II		17.45
13073 - Photographer III		21.62
13074 - Photographer IV		26.44
13075 - Photographer V		31.99
13090 - Technical Order Library		16.74
Clerk		
13110 - Video Teleconference		16.68
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.19
14042 - Computer Operator II		20.98
14043 - Computer Operator III		23.39
14044 - Computer Operator IV		25.98
14045 - Computer Operator V		28.78
14071 - Computer Programmer I	(see 1)	23.00
14072 - Computer Programmer II	(see 1)	24.90
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	. ,	18.19
Operator		
14160 - Personal Computer Support		25.98
Technician		
14170 - System Support Specialist		31.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.46
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.56
Instructor (Rated)		
15030 - Air Crew Training Devices		42.43
Instructor (Pilot)		
15050 - Computer Based Training		29.46
Specialist / Instructor		
15060 - Educational Technologist		24.95
15070 - Flight Instructor (Pilot)		42.43
15080 - Graphic Artist		23.51
15085 - Maintenance Test Pilot Fixed		42.43
Jet/Prop		
15086 - Maintenance Test Pilot		42.43
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.43
Pilot		
15090 - Technical Instructor		21.08
15095 - Technical Instructor/Course		25.79
Developer		
15110 - Test Proctor		17.02
		- , • V Z

	1 7 0 0
15120 - Tutor	17.02
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	15 64
16010 - Assembler	15.64 15.64
16030 - Counter Attendant	
16040 - Dry Cleaner	17.89
16070 - Finisher Flatwork Machine	15.64
16090 - Presser Hand	15.64
16110 - Presser Machine Drycleaning	15.64
16130 - Presser Machine Shirts	15.64
16160 - Presser Machine Wearing	15.64
Apparel Laundry	10 60
16190 - Sewing Machine Operator	18.63
16220 - Tailor	19.38
16250 - Washer Machine	16.39
19000 - Machine Tool Operation And	
Repair Occupations	00 50
19010 - Machine-Tool Operator (Tool	20.72
Room)	
19040 - Tool And Die Maker	26.03
21000 - Materials Handling And Packing	
Occupations	10 00
21020 - Forklift Operator	19.60
21030 - Material Coordinator	21.99
21040 - Material Expediter	21.99
21050 - Material Handling Laborer	14.79
21071 - Order Filler	13.16
21080 - Production Line Worker (Food	19.60
Processing)	
21110 - Shipping Packer	17.08
21130 - Shipping/Receiving Clerk	17.08
21140 - Store Worker I	12.99
21150 - Stock Clerk	16.57
21210 - Tools And Parts Attendant	19.60
21410 - Warehouse Specialist	19.60
23000 - Mechanics And Maintenance And	
Repair Occupations	06 77
23010 - Aerospace Structural Welder	26.77
23019 - Aircraft Logs and Records	21.28
Technician 23021 - Aircraft Mechanic I	25.34
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II	26.77
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	28.40
	28.40
23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter	24.07
23060 - Aircraft Servicer	24.07
23060 - Aircraft Servicer 23070 - Aircraft Survival Flight	21.28
Equipment Technician	24.0/
23080 - Aircraft Worker	22.80
23000 - AIIGIAIL WOIKEL	22.00

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23091 - Aircrew Life Support	22.80
Equipment (ALSE) Mechanic	
I	05 04
23092 - Aircrew Life Support	25.34
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	20.72
23120 - Bicycle Repairer	17.41
23125 - Cable Splicer	29.26
23130 - Carpenter Maintenance	22.05
23140 - Carpet Layer	19.15
23160 - Electrician Maintenance	25.33
23181 - Electronics Technician	20.81
Maintenance I	
23182 - Electronics Technician	25.62
Maintenance II	
23183 - Electronics Technician	27.91
Maintenance III	
23260 - Fabric Worker	17.58
23290 - Fire Alarm System Mechanic	22.27
23310 - Fire Extinguisher Repairer	16.02
23311 - Fuel Distribution System	29.33
Mechanic	
23312 - Fuel Distribution System	20.70
Operator	
23370 - General Maintenance Worker	17.48
23380 - Ground Support Equipment	25.34
Mechanic	
23381 - Ground Support Equipment	21.28
Servicer	
23382 - Ground Support Equipment	22.80
Worker	
23391 - Gunsmith I	16.02
23392 - Gunsmith II	19.15
23393 - Gunsmith III	22.27
23410 - Heating Ventilation And Air-	21.81
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.05
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.85
23440 - Heavy Equipment Operator	22.32
23460 - Instrument Mechanic	24.18
23465 - Laboratory/Shelter Mechanic	20.72
23470 - Laborer	14.79
23510 - Locksmith	20.72
23530 - Machinery Maintenance	26.93
Mechanic	
23550 - Machinist Maintenance	19.50

23580 - Maintenance Trades Helper	14.92
23591 - Metrology Technician I	24.18
23592 - Metrology Technician II	25.25
23593 - Metrology Technician III	26.51
23640 - Millwright	23.72
23710 - Office Appliance Repairer	20.72
23760 - Painter Maintenance	17.59
23790 - Pipefitter Maintenance	25.82
23810 - Plumber Maintenance	24.03
23820 - Pneudraulic Systems Mechanic	22.27
23850 - Rigger	22.27
23870 - Scale Mechanic	19.15
23890 - Sheet-Metal Worker	21.77
Maintenance	
23910 - Small Engine Mechanic	19.15
23931 - Telecommunications Mechanic	27.35
I	
23932 - Telecommunications Mechanic	32.48
II	
23950 - Telephone Lineman	22.27
23960 - Welder Combination	21.02
Maintenance	
23965 - Well Driller	22.27
23970 - Woodcraft Worker	22.27
23980 - Woodworker	16.02
24000 - Personal Needs Occupations	
24550 - Case Manager	16.56
24570 - Child Care Attendant	12.47
24580 - Child Care Center Clerk	16.79
24610 - Chore Aide	13.38
24620 - Family Readiness And Support	16.56
Services	
Coordinator	
24630 - Homemaker	18.38
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.78
25040 - Sewage Plant Operator	22.71
25070 - Stationary Engineer	23.78
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant	22.71
Operator	
27000 - Protective Service Occupations	10 00
27004 - Alarm Monitor	19.69
27007 - Baggage Inspector	14.62
27008 - Corrections Officer	21.91
27010 - Court Security Officer	21.91
27030 - Detection Dog Handler	16.36
27040 - Detention Officer	21.91
27070 - Firefighter	21.91

27101 - Guard I		14.62
27102 - Guard II		16.36
27131 - Police Officer I		25.72
27132 - Police Officer II		28.58
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.83
28042 - Carnival Equipment Repairer		18.68
28043 - Carnival Worker		12.41
28210 - Gate Attendant/Gate Tender		17.91
28310 - Lifeguard		13.09
28350 - Park Attendant (Aide)		20.03
28510 - Recreation Aide/Health		14.61
Facility Attendant		
28515 - Recreation Specialist		24.81
28630 - Sports Official		15.94
28690 - Swimming Pool Operator		22.33
29000 - Stevedoring/Longshoremen		22.00
Occupational Services		
29010 - Blocker And Bracer		19.45
29020 - Hatch Tender		19.45
29030 - Line Handler		19.45
29041 - Stevedore I		17.58
29041 - Stevedore I 29042 - Stevedore II		21.45
30000 - Technical Occupations		21.43
=	(222)	40.29
	(see 2)	40.29
Specialist Center (HFO) 30011 - Air Traffic Control	(222)	07 70
	(see 2)	27.78
Specialist Station (HFO) 30012 - Air Traffic Control		20 50
		30.59
Specialist Terminal (HFO) (see 2)		17 10
30021 - Archeological Technician I		17.49
30022 - Archeological Technician II		19.84
30023 - Archeological Technician III		24.25
30030 - Cartographic Technician		24.59
30040 - Civil Engineering Technician		22.54
30051 - Cryogenic Technician I		24.96
30052 - Cryogenic Technician II		27.57
30061 - Drafter/CAD Operator I		17.49
30062 - Drafter/CAD Operator II		19.84
30063 - Drafter/CAD Operator III		22.12
30064 - Drafter/CAD Operator IV		26.82
30081 - Engineering Technician I		16.02
30082 - Engineering Technician II		17.98
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		25.33
30085 - Engineering Technician V		30.27
30086 - Engineering Technician VI		35.13
30090 - Environmental Technician		22.54
30095 - Evidence Control Specialist		22.54
30210 - Laboratory Technician		==•••

30221 - Latent Fingerprint			24.96
Technician I			
30222 - Latent Fingerprint			27.57
Technician II			
30240 - Mathematical Technician			24.69
30361 - Paralegal/Legal Assistant I			21.19
30362 - Paralegal/Legal Assistant II			25.11
30363 - Paralegal/Legal Assistant			30.72
III			
30364 - Paralegal/Legal Assistant IV			37.17
30375 - Petroleum Supply Specialist			27.57
30390 - Photo-Optics Technician			24.69
30395 - Radiation Control Technician			27.57
30461 - Technical Writer I			22.54
30462 - Technical Writer II			27.57
30463 - Technical Writer III			33.37
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			26.82
30502 - Weather Forecaster II			32.63
30620 - Weather Observer Combined	(see	2)	22.12
Upper Air Or	<b>v</b>	,	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	24.12
31000 - Transportation/Mobile	(500	2)	21.12
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			9.37
31030 - Bus Driver			17.45
31043 - Driver Courier			15.87
31260 - Parking and Lot Attendant			10.94
31290 - Shuttle Bus Driver			17.60
31310 - Taxi Driver			13.48
31361 - Truckdriver Light			17.60
31362 - Truckdriver Medium			19.31
31363 - Truckdriver Heavy			19.29
31364 - Truckdriver Tractor-Trailer			19.29
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			12.35
99050 - Desk Clerk			13.63
99095 - Embalmer			28.19
			20.17

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.61
I	
99252 - Laboratory Animal Caretaker	15.10
II	
99260 - Marketing Analyst	24.97
99310 - Mortician	28.19
99410 - Pest Controller	17.84
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.44
99711 - Recycling Specialist	26.13
99730 - Refuse Collector	17.60
99810 - Sales Clerk	13.30
99820 - School Crossing Guard	13.69
99830 - Survey Party Chief	29.11
99831 - Surveying Aide	17.53
99832 - Surveying Technician	24.71
99840 - Vending Machine Attendant	18.57
99841 - Vending Machine Repairer	24.63
99842 - Vending Machine Repairer	18.57
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre>            Wage Determination No.: 2015-5473   Revision No.: 15   Date Of Last Revision: 12/27/2021                                      </pre>

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: Arizona

Area: Arizona County of Pima

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.51
01012 - Accounting Clerk II		16.30
01013 - Accounting Clerk III		18.23
01020 - Administrative Assistant		25.94
01035 - Court Reporter		21.75
01041 - Customer Service		13.09
Representative I		
01042 - Customer Service		14.73
Representative II		

01043 - Customer Service Representative III	16.07
01051 - Data Entry Operator I	13.50
01052 - Data Entry Operator II	14.73
01060 - Dispatcher Motor Vehicle	17.31
01070 - Document Preparation Clerk	16.54
01090 - Duplicating Machine Operator	16.54
01111 - General Clerk I	14.71
01112 - General Clerk II	16.05
01113 - General Clerk III	18.03
01120 - Housing Referral Assistant	20.93
01141 - Messenger Courier	12.68
01191 - Order Clerk I	16.14
01192 - Order Clerk II	17.61
01261 - Personnel Assistant	16.64
(Employment) I	10.01
01262 - Personnel Assistant	18.61
(Employment) II	10.01
01263 - Personnel Assistant	20.74
(Employment) III	20.71
01270 - Production Control Clerk	26.63
01290 - Rental Clerk	15.28
01300 - Scheduler Maintenance	16.79
01311 - Secretary I	16.79
01312 - Secretary II	18.77
01313 - Secretary III	20.93
01320 - Service Order Dispatcher	15.15
01410 - Supply Technician	25.94
01420 - Survey Worker	16.94
01460 - Switchboard	14.05
Operator/Receptionist	11.00
01531 - Travel Clerk I	13.84
01532 - Travel Clerk II	14.55
01533 - Travel Clerk III	15.23
01611 - Word Processor I	15.39
01612 - Word Processor II	
01612 - Word Processor II 01613 - Word Processor III	17.29
01613 - Word Processor III	
01613 - Word Processor III 05000 - Automotive Service Occupations	17.29 19.34
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	17.29
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	17.29 19.34 28.17
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	17.29 19.34 28.17
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Electrician	17.29 19.34 28.17 19.41
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker	17.29 19.34 28.17 19.41 18.39
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	17.29 19.34 28.17 19.41 18.39 18.39 16.31
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker	17.29 19.34 28.17 19.41 18.39 18.39
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	17.29 19.34 28.17 19.41 18.39 18.39 16.31
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Body Repairer 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	17.29 19.34 28.17 19.41 18.39 18.39 16.31 20.51
01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Body Repairer Electrician 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	17.29 19.34 28.17 19.41 18.39 16.31 20.51 18.39

05250 - Motor Vehicle Upholstery	17.37
Worker	10.00
05280 - Motor Vehicle Wrecker	18.39
05310 - Painter Automotive	19.41
05340 - Radiator Repair Specialist	18.39
05370 - Tire Repairer	13.08
05400 - Transmission Repair	20.51
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.10
07041 - Cook I	14.20
07042 - Cook II	16.01
07070 - Dishwasher	12.46
07130 - Food Service Worker	12.62
07210 - Meat Cutter	18.52
07260 - Waiter/Waitress	13.32
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.73
09040 - Furniture Handler	11.77
09080 - Furniture Refinisher	17.58
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer Minor	15.81
09130 - Upholsterer	18.51
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.49
11060 - Elevator Operator	12.49
11090 - Gardener	17.28
11122 - Housekeeping Aide	13.43
11150 - Janitor	13.43
11210 - Laborer Grounds Maintenance	13.81
11240 - Maid or Houseman	12.69
11260 - Pruner	12.69
11270 - Tractor Operator	16.12
11330 - Trail Maintenance Worker	13.81
11360 - Window Cleaner	14.62
12000 - Health Occupations	
12010 - Ambulance Driver	20.72
12011 - Breath Alcohol Technician	24.11
12012 - Certified Occupational	29.67
Therapist Assistant	
12015 - Certified Physical Therapist	25.31
Assistant	
12020 - Dental Assistant	17.92
12025 - Dental Hygienist	42.51
12030 - EKG Technician	31.36
12035 - Electroneurodiagnostic	31.36
	01.00
Technologist	51.50

12040 - Emergency Medical Technician	20.72
12071 - Licensed Practical Nurse I	21.54
12072 - Licensed Practical Nurse II	24.11
12073 - Licensed Practical Nurse III	26.87
12100 - Medical Assistant	16.71
12130 - Medical Laboratory	25.05
Technician	
12160 - Medical Record Clerk	17.88
12190 - Medical Record Technician	19.99
12195 - Medical Transcriptionist	18.60
12210 - Nuclear Medicine	52.97
Technologist	10.00
12221 - Nursing Assistant I	12.02
12222 - Nursing Assistant II	13.52
12223 - Nursing Assistant III	14.75
12224 - Nursing Assistant IV	16.56
12235 - Optical Dispenser	18.88
12236 - Optical Technician	21.54
12250 - Pharmacy Technician	18.41
12280 - Phlebotomist	17.06
12305 - Radiologic Technologist	30.71
12311 - Registered Nurse I	25.04
12312 - Registered Nurse II	30.63
12313 - Registered Nurse II	30.63
Specialist	
12314 - Registered Nurse III	37.06
12315 - Registered Nurse III	37.06
Anesthetist	
12316 - Registered Nurse IV	44.41
12317 - Scheduler (Drug and Alcohol	29.87
Testing)	
12320 - Substance Abuse Treatment	20.88
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.70
13012 - Exhibits Specialist II	21.76
13013 - Exhibits Specialist III	26.61
13041 - Illustrator I	20.08
13042 - Illustrator II	23.94
13043 - Illustrator III	29.27
13047 - Librarian	24.09
13050 - Library Aide/Clerk	13.66
13054 - Library Information	21.76
Technology Systems	
Administrator	10 14
13058 - Library Technician	18.14
13061 - Media Specialist I	15.70
13062 - Media Specialist II	17.56
13063 - Media Specialist III	19.57

13071 - Photographer I		17.09
13072 - Photographer II		19.13
13073 - Photographer III		23.69
13074 - Photographer IV		28.96
13075 - Photographer V		35.05
13090 - Technical Order Library		17.06
Clerk		
13110 - Video Teleconference		21.19
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.19
14042 - Computer Operator II		19.23
14043 - Computer Operator III		21.43
14044 - Computer Operator IV		23.82
14045 - Computer Operator V		26.38
14071 - Computer Programmer I	(see 1)	24.01
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)	27.28
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		17.19
Operator		
14160 - Personal Computer Support		23.82
Technician		
14170 - System Support Specialist		26.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		27.28
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		33.00
Instructor (Rated)		
15030 - Air Crew Training Devices		39.55
Instructor (Pilot)		
15050 - Computer Based Training		27.28
Specialist / Instructor		
15060 - Educational Technologist		24.12
15070 - Flight Instructor (Pilot)		39.55
15080 - Graphic Artist		22.49
15085 - Maintenance Test Pilot Fixed		39.44
Jet/Prop		
15086 - Maintenance Test Pilot		39.44
Rotary Wing		
15088 - Non-Maintenance Test/Co-		39.44
Pilot		
15090 - Technical Instructor		21.68
15095 - Technical Instructor/Course		26.51
Developer		
15110 - Test Proctor		17.50

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15120 - Tutor	17.50
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10.00
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing	13.29
Apparel Laundry	1 5 0 1
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.57
Room)	
19040 - Tool And Die Maker	28.80
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.10
21030 - Material Coordinator	26.63
21040 - Material Expediter	26.63
21050 - Material Handling Laborer	13.68
21071 - Order Filler	13.41
21080 - Production Line Worker (Food	17.10
Processing)	
21110 - Shipping Packer	15.04
21130 - Shipping/Receiving Clerk	15.04
21140 - Store Worker I	14.73
21150 - Stock Clerk	19.06
21210 - Tools And Parts Attendant	17.10
21410 - Warehouse Specialist	17.10
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	31.77
23019 - Aircraft Logs and Records	25.56
Technician	
23021 - Aircraft Mechanic I	30.19
23022 - Aircraft Mechanic II	31.77
23023 - Aircraft Mechanic III	33.35
23040 - Aircraft Mechanic Helper	22.40
23050 - Aircraft Painter	28.58
23060 - Aircraft Servicer	25.56
23070 - Aircraft Survival Flight	28.58
Equipment Technician	
23080 - Aircraft Worker	27.08

	07 00
23091 - Aircrew Life Support	27.08
Equipment (ALSE) Mechanic	
I	2.0.1.0
23092 - Aircrew Life Support	30.19
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.91
23120 - Bicycle Repairer	20.88
23125 - Cable Splicer	34.27
23130 - Carpenter Maintenance	20.15
23140 - Carpet Layer	20.20
23160 - Electrician Maintenance	23.24
23181 - Electronics Technician	28.03
Maintenance I	
23182 - Electronics Technician	29.58
Maintenance II	
23183 - Electronics Technician	31.25
Maintenance III	
23260 - Fabric Worker	21.08
23290 - Fire Alarm System Mechanic	20.26
23310 - Fire Extinguisher Repairer	19.81
23311 - Fuel Distribution System	24.90
Mechanic	
23312 - Fuel Distribution System	19.81
Operator	
23370 - General Maintenance Worker	17.16
23380 - Ground Support Equipment	30.19
Mechanic	
23381 - Ground Support Equipment	25.56
Servicer	
23382 - Ground Support Equipment	27.08
Worker	
23391 - Gunsmith I	19.81
23392 - Gunsmith II	22.33
23393 - Gunsmith III	24.90
23410 - Heating Ventilation And Air-	22.22
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.39
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.55
23440 - Heavy Equipment Operator	21.28
23460 - Instrument Mechanic	26.49
23465 - Laboratory/Shelter Mechanic	23.57
23470 - Laborer	13.68
23510 - Locksmith	21.24
23530 - Machinery Maintenance	28.23
Mechanic	20.20
23550 - Machinist Maintenance	21.74
	<u> </u>

23580 - Maintenance Trades Helper	14.73
23591 - Metrology Technician I	26.49
23592 - Metrology Technician II	27.87
23593 - Metrology Technician III	29.25
23640 - Millwright	24.90
23710 - Office Appliance Repairer	19.65
23760 - Painter Maintenance	17.58
23790 - Pipefitter Maintenance	25.29
23810 - Plumber Maintenance	23.94
23820 - Pneudraulic Systems Mechanic	24.90
23850 - Rigger	24.90
23870 - Scale Mechanic	22.33
23890 - Sheet-Metal Worker	21.41
Maintenance	
23910 - Small Engine Mechanic	19.99
23931 - Telecommunications Mechanic	30.07
I	
23932 - Telecommunications Mechanic	33.59
II	
23950 - Telephone Lineman	29.04
23960 - Welder Combination	22.29
Maintenance	
23965 - Well Driller	24.08
23970 - Woodcraft Worker	24.90
23980 - Woodworker	19.81
24000 - Personal Needs Occupations	
24550 - Case Manager	16.42
24570 - Child Care Attendant	12.48
24580 - Child Care Center Clerk	15.55
24610 - Chore Aide	12.52
24620 - Family Readiness And Support	16.42
Services	
Coordinator	
24630 - Homemaker	16.42
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.90
25040 - Sewage Plant Operator	22.20
25070 - Stationary Engineer	24.90
25190 - Ventilation Equipment Tender	18.48
25210 - Water Treatment Plant	22.20
Operator	
27000 - Protective Service Occupations	~~ ==
27004 - Alarm Monitor	20.77
27007 - Baggage Inspector	12.95
27008 - Corrections Officer	21.38
27010 - Court Security Officer	22.42
27030 - Detection Dog Handler	14.48
27040 - Detention Officer	21.38
27070 - Firefighter	20.11

27101 - Guard I			12.95
27102 - Guard II			14.48
27131 - Police Officer I			26.84
27132 - Police Officer II			29.83
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			16.47
28042 - Carnival Equipment Repairer			17.65
28043 - Carnival Worker			12.96
28210 - Gate Attendant/Gate Tender			15.97
28310 - Lifequard			13.72
28350 - Park Attendant (Aide)			17.86
28510 - Recreation Aide/Health			13.08
Facility Attendant			
28515 - Recreation Specialist			22.13
28630 - Sports Official			14.22
28690 - Swimming Pool Operator			19.90
29000 - Stevedoring/Longshoremen			19.90
Occupational Services			
29010 - Blocker And Bracer			22.33
29010 - Blocker And Bracer 29020 - Hatch Tender			
			22.33
29030 - Line Handler			22.33
29041 - Stevedore I			21.08
29042 - Stevedore II			23.57
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.72
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	28.08
Specialist Station (HFO)			
30012 - Air Traffic Control			30.92
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.71
30022 - Archeological Technician II			20.94
30023 - Archeological Technician III			25.94
30030 - Cartographic Technician			25.94
30040 - Civil Engineering Technician			27.31
30051 - Cryogenic Technician I			28.73
30052 - Cryogenic Technician II			31.73
30061 - Drafter/CAD Operator I			18.71
30062 - Drafter/CAD Operator II			20.94
30063 - Drafter/CAD Operator III			23.34
30064 - Drafter/CAD Operator IV			28.73
30081 - Engineering Technician I			15.56
30082 - Engineering Technician II			17.47
30083 - Engineering Technician III			19.54
30084 - Engineering Technician IV			24.21
30085 - Engineering Technician V			29.61
5 5			
30086 - Engineering Technician VT			
30086 - Engineering Technician VI 30090 - Environmental Technician			35.83
30090 - Environmental Technician			35.83 21.80
			35.83

30221 - Latent Fingerprint		24.40
Technician I		
30222 - Latent Fingerprint		26.95
Technician II		
30240 - Mathematical Technician		25.94
30361 - Paralegal/Legal Assistant I		21.49
30362 - Paralegal/Legal Assistant II		26.65
30363 - Paralegal/Legal Assistant		29.37
III		
30364 - Paralegal/Legal Assistant IV		35.54
30375 - Petroleum Supply Specialist		31.73
30390 - Photo-Optics Technician		25.94
30395 - Radiation Control Technician		31.73
30461 - Technical Writer I		25.47
30462 - Technical Writer II		31.16
30463 - Technical Writer III		37.71
30491 - Unexploded Ordnance (UXO)		25.88
Technician I		
30492 - Unexploded Ordnance (UXO)		31.31
Technician II		
30493 - Unexploded Ordnance (UXO)		37.53
Technician III		
30494 - Unexploded (UXO) Safety		25.88
Escort		
30495 - Unexploded (UXO) Sweep		25.88
Personnel		
30501 - Weather Forecaster I		28.73
30502 - Weather Forecaster II		34.93
	2)	23.34
Upper Air Or	2)	20.01
Surface Programs		
30621 - Weather Observer Senior (see	21	25.94
	۷)	23.94
31000 - Transportation/Mobile		
Equipment Operation Occupations		01 01
31010 - Airplane Pilot		31.31
31020 - Bus Aide		17.22
31030 - Bus Driver		22.94
31043 - Driver Courier		14.97
31260 - Parking and Lot Attendant		12.87
31290 - Shuttle Bus Driver		14.90
31310 - Taxi Driver		14.26
31361 - Truckdriver Light		16.05
31362 - Truckdriver Medium		17.08
31363 - Truckdriver Heavy		23.22
-		
31364 - Truckdriver Tractor-Trailer		23.22
		23.22
99000 - Miscellaneous Occupations		
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist		15.26
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier		15.26 12.58
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist		15.26

99130 - Flight Follower	25.88
99251 - Laboratory Animal Caretaker	14.46
I	
99252 - Laboratory Animal Caretaker	15.50
II	
99260 - Marketing Analyst	25.92
99310 - Mortician	25.32
99410 - Pest Controller	18.05
99510 - Photofinishing Worker	13.60
99710 - Recycling Laborer	19.07
99711 - Recycling Specialist	22.26
99730 - Refuse Collector	17.52
99810 - Sales Clerk	12.89
99820 - School Crossing Guard	12.44
99830 - Survey Party Chief	36.95
99831 - Surveying Aide	20.90
99832 - Surveying Technician	25.93
99840 - Vending Machine Attendant	14.00
99841 - Vending Machine Repairer	16.90
99842 - Vending Machine Repairer	14.00
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre>            Wage Determination No.: 2015-5475   Revision No.: 15   Date Of Last Revision: 12/27/2021                                      </pre>

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: Arizona

Area: Arizona County of Yuma

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.84
01012 - Accounting Clerk II		15.53
01013 - Accounting Clerk III		17.65
01020 - Administrative Assistant		25.55
01035 - Court Reporter		16.50
01041 - Customer Service		11.59
Representative I		
01042 - Customer Service		13.04
Representative II		

01043 - Customer Service Representative III		14.22
01051 - Data Entry Operator I		14.01
01052 - Data Entry Operator II		15.28
01060 - Dispatcher Motor Vehicle		17.73
01070 - Document Preparation Clerk		13.14
01090 - Duplicating Machine Operator		13.14
01111 - General Clerk I		13.05
01112 - General Clerk II		14.23
01112 - General Clerk II 01113 - General Clerk III		16.53
01120 - Housing Referral Assistant		18.40
01141 - Messenger Courier		12.05
01191 - Order Clerk I		15.46
01192 - Order Clerk I		17.93
01261 - Personnel Assistant		16.62
(Employment) I		10.02
01262 - Personnel Assistant		18.58
		10.00
(Employment) II 01263 - Personnel Assistant		20.71
(Employment) III		20.71
01270 - Production Control Clerk		18.61
01290 - Rental Clerk		13.30
01290 - Kental Clerk 01300 - Scheduler Maintenance		14.76
01311 - Secretary I		14.76
01312 - Secretary II		16.50
—		18.40
01313 - Secretary III 01320 - Service Order Dispatcher		15.86
-		25.55
01410 - Supply Technician		16.50
01420 - Survey Worker 01460 - Switchboard		13.59
Operator/Receptionist		13.39
01531 - Travel Clerk I		12.64
01531 - Travel Clerk I 01532 - Travel Clerk II		
01532 - Travel Clerk II 01533 - Travel Clerk III		13.36
01555 - Haver Clerk III 01611 - Word Processor I		14.04
01612 - Word Processor I 01612 - Word Processor II		14.76
01612 - Word Processor II 01613 - Word Processor III		16.50
05000 - Automotive Service Occupations		10.30
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		25.04
Fiberglass		23.04
05010 - Automotive	Electrician	19.99
05040 - Automotive Glass Installer	LIECULICIAN	19.99
05040 - Automotive Glass Installer 05070 - Automotive Worker		19.24
05110 - Mobile Equipment Servicer		19.24
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		20.69
Mechanic		20.09
05160 - Motor Equipment Metal Worker		19.24
05100 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		20.32
05190 - Motor Vehicle Mechanic		16.60
Helper		T0.00
nether		

05250 - Motor Vehicle Upholstery	18.53
Worker	10.04
05280 - Motor Vehicle Wrecker	19.24
05310 - Painter Automotive	19.99
05340 - Radiator Repair Specialist	19.24
05370 - Tire Repairer	15.52
05400 - Transmission Repair	20.69
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.69
07041 - Cook I	13.36
07042 - Cook II	15.36
07070 - Dishwasher	12.32
07130 - Food Service Worker	12.59
07210 - Meat Cutter	16.06
07260 - Waiter/Waitress	13.13
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.89
09040 - Furniture Handler	14.49
09080 - Furniture Refinisher	20.89
09090 - Furniture Refinisher Helper	17.14
09110 - Furniture Repairer Minor	19.37
09130 - Upholsterer	20.89
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.49
11060 - Elevator Operator	12.49
11090 - Gardener	16.40
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer Grounds Maintenance	12.91
11240 - Maid or Houseman	13.28
11260 - Pruner	11.99
11270 - Tractor Operator	15.27
11330 - Trail Maintenance Worker	12.91
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	20.21
12011 - Breath Alcohol Technician	24.90
12012 - Certified Occupational	34.17
Therapist Assistant	
12015 - Certified Physical Therapist	34.17
Assistant	
12020 - Dental Assistant	17.66
12025 - Dental Hygienist	42.70
12030 - EKG Technician	37.87
12035 - Electroneurodiagnostic	37.87
Technologist	

12040 - Emergency Medical Technician	20.21
12071 - Licensed Practical Nurse I	22.34
12072 - Licensed Practical Nurse II	25.00
12073 - Licensed Practical Nurse III	27.87
12100 - Medical Assistant	15.56
12130 - Medical Laboratory	25.43
Technician	
12160 - Medical Record Clerk	17.59
12190 - Medical Record Technician	19.67
12195 - Medical Transcriptionist	22.34
12210 - Nuclear Medicine	54.93
Technologist	11 61
12221 - Nursing Assistant I	11.61
12222 - Nursing Assistant II	13.05
12223 - Nursing Assistant III	14.24
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	22.50
12236 - Optical Technician	22.34
12250 - Pharmacy Technician	18.08
12280 - Phlebotomist	21.68
12305 - Radiologic Technologist	34.30
12311 - Registered Nurse I	24.33
12312 - Registered Nurse II	29.77
12313 - Registered Nurse II	29.77
Specialist	
12314 - Registered Nurse III	36.02
12315 - Registered Nurse III	36.02
Anesthetist	
12316 - Registered Nurse IV	43.17
12317 - Scheduler (Drug and Alcohol	30.96
Testing)	
12320 - Substance Abuse Treatment	24.14
Counselor	
13000 - Information And Arts	
Occupations	10 05
13011 - Exhibits Specialist I	17.75
13012 - Exhibits Specialist II	20.68
13013 - Exhibits Specialist III	24.70
13041 - Illustrator I	17.75
13042 - Illustrator II	20.68
13043 - Illustrator III	24.70
13047 - Librarian	22.36
13050 - Library Aide/Clerk	13.38
13054 - Library Information	20.19
Technology Systems	
Administrator	1 ( ) )
13058 - Library Technician	16.30
13061 - Media Specialist I	14.57
13062 - Media Specialist II	16.30
13063 - Media Specialist III	18.17

13071 - Photographer I		14.69
13072 - Photographer II		18.91
13073 - Photographer III		22.03
13074 - Photographer IV		26.14
13075 - Photographer V		31.63
13090 - Technical Order Library		16.80
Clerk		
13110 - Video Teleconference		17.63
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.05
14042 - Computer Operator II		19.10
14043 - Computer Operator III		22.90
14044 - Computer Operator IV		24.40
14045 - Computer Operator V		27.03
14071 - Computer Programmer I	(see 1)	20.98
14072 - Computer Programmer II	(see 1)	25.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	17.05
Operator		1,.00
14160 - Personal Computer Support		26.24
Technician		20.24
14170 - System Support Specialist		29.73
15000 - Instructional Occupations		23.15
15010 - Aircrew Training Devices		28.60
Instructor (Non-Rated)		20.00
15020 - Aircrew Training Devices		34.61
-		34.0I
Instructor (Rated)		41.49
15030 - Air Crew Training Devices		41.49
Instructor (Pilot)		
15050 - Computer Based Training		28.60
Specialist / Instructor		06 71
15060 - Educational Technologist		26.71
15070 - Flight Instructor (Pilot)		41.49
15080 - Graphic Artist		24.66
15085 - Maintenance Test Pilot Fixed		41.49
Jet/Prop		
15086 - Maintenance Test Pilot		41.49
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.49
Pilot		
15090 - Technical Instructor		20.16
15095 - Technical Instructor/Course		24.66
Developer		
15110 - Test Proctor		16.27

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15120 - Tutor	16.27
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	15.26
16010 - Assembler	
16030 - Counter Attendant	15.26
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.26
16090 - Presser Hand	15.26
16110 - Presser Machine Drycleaning	15.26
16130 - Presser Machine Shirts	15.26
16160 - Presser Machine Wearing	15.26
Apparel Laundry	10.00
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	21.81
Room)	
19040 - Tool And Die Maker	26.77
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	14.88
21030 - Material Coordinator	18.61
21040 - Material Expediter	18.61
21050 - Material Handling Laborer	13.74
21071 - Order Filler	13.58
21080 - Production Line Worker (Food	14.88
Processing)	
21110 - Shipping Packer	19.20
21130 - Shipping/Receiving Clerk	19.20
21140 - Store Worker I	14.58
21150 - Stock Clerk	17.99
21210 - Tools And Parts Attendant	14.88
21410 - Warehouse Specialist	14.88
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.30
23019 - Aircraft Logs and Records	24.47
Technician	
23021 - Aircraft Mechanic I	28.95
23022 - Aircraft Mechanic II	30.30
23023 - Aircraft Mechanic III	31.38
23040 - Aircraft Mechanic Helper	21.24
23050 - Aircraft Painter	27.56
23060 - Aircraft Servicer	24.47
23070 - Aircraft Survival Flight	27.56
Equipment Technician	
23080 - Aircraft Worker	26.22

23091 - Aircrew Life Support	26.22
Equipment (ALSE) Mechanic	
I	00.05
23092 - Aircrew Life Support	28.95
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.20
23120 - Bicycle Repairer	17.07
23125 - Cable Splicer	22.70
23130 - Carpenter Maintenance	18.13
23140 - Carpet Layer	19.69
23160 - Electrician Maintenance	21.53
23181 - Electronics Technician	24.13
Maintenance I	
23182 - Electronics Technician	27.53
Maintenance II	
23183 - Electronics Technician	30.73
Maintenance III	
23260 - Fabric Worker	19.75
23290 - Fire Alarm System Mechanic	22.08
23310 - Fire Extinguisher Repairer	17.67
23311 - Fuel Distribution System	22.08
Mechanic	
23312 - Fuel Distribution System	17.67
Operator	
23370 - General Maintenance Worker	17.45
23380 - Ground Support Equipment	28.95
Mechanic	
23381 - Ground Support Equipment	24.47
Servicer	
23382 - Ground Support Equipment	26.22
Worker	
23391 - Gunsmith I	17.30
23392 - Gunsmith II	19.69
23393 - Gunsmith III	22.08
23410 - Heating Ventilation And Air-	20.64
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.67
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.12
23440 - Heavy Equipment Operator	20.31
23460 - Instrument Mechanic	22.08
23465 - Laboratory/Shelter Mechanic	20.89
23470 - Laborer	13.74
23510 - Locksmith	20.89
23530 - Machinery Maintenance	24.66
Mechanic	
23550 - Machinist Maintenance	21.19
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23580 - Maintenance Trades Helper	15.11
23591 - Metrology Technician I	22.08
23592 - Metrology Technician II	22.91
23593 - Metrology Technician III	23.73
23640 - Millwright	22.08
23710 - Office Appliance Repairer	20.89
23760 - Painter Maintenance	18.35
23790 - Pipefitter Maintenance	19.25
23810 - Plumber Maintenance	18.13
23820 - Pneudraulic Systems Mechanic	22.08
23850 - Rigger	22.08
23870 - Scale Mechanic	19.69
23890 - Sheet-Metal Worker	20.64
Maintenance	
23910 - Small Engine Mechanic	19.69
23931 - Telecommunications Mechanic	29.39
I	
23932 - Telecommunications Mechanic	32.80
II	
23950 - Telephone Lineman	22.08
23960 - Welder Combination	19.79
Maintenance	
23965 - Well Driller	22.08
23970 - Woodcraft Worker	22.08
23980 - Woodworker	17.67
24000 - Personal Needs Occupations	
24550 - Case Manager	15.44
24570 - Child Care Attendant	12.17
24580 - Child Care Center Clerk	15.17
24610 - Chore Aide	12.70
24620 - Family Readiness And Support	15.44
Services	
Coordinator	
24630 - Homemaker	17.08
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	22.81
25040 - Sewage Plant Operator	20.34
25070 - Stationary Engineer	23.65
25190 - Ventilation Equipment Tender	17.14
25210 - Water Treatment Plant	20.34
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.99
27007 - Baggage Inspector	13.99
27008 - Corrections Officer	21.84
27010 - Court Security Officer	21.84
27030 - Detection Dog Handler	16.99
27040 - Detention Officer	21.84
27070 - Firefighter	22.69
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27101 - Guard I	13.99
27102 - Guard II	16.99
27131 - Police Officer I	23.94
27132 - Police Officer II	26.61
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.87
28042 - Carnival Equipment Repairer	17.04
28043 - Carnival Worker	12.45
28210 - Gate Attendant/Gate Tender	15.04
28310 - Lifeguard	13.39
28350 - Park Attendant (Aide)	16.82
28510 - Recreation Aide/Health	12.27
Facility Attendant	
28515 - Recreation Specialist	20.83
28630 - Sports Official	13.39
28690 - Swimming Pool Operator	19.59
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	18.77
29020 - Hatch Tender	18.77
29030 - Line Handler	18.77
29041 - Stevedore I	17.86
29042 - Stevedore II	19.99
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.97
30022 - Archeological Technician II	20.10
30023 - Archeological Technician III	24.66
30030 - Cartographic Technician	24.91
30040 - Civil Engineering Technician	24.94
30051 - Cryogenic Technician I	27.32
30052 - Cryogenic Technician II	30.18
30061 - Drafter/CAD Operator I	17.97
30062 - Drafter/CAD Operator II	20.10
30063 - Drafter/CAD Operator III	22.42
30064 - Drafter/CAD Operator IV	27.53
30081 - Engineering Technician I	15.26
30082 - Engineering Technician II	17.97
30083 - Engineering Technician III	20.10
30084 - Engineering Technician IV	24.91
30085 - Engineering Technician V	30.47
30086 - Engineering Technician VI	36.86
30090 - Environmental Technician	24.91
30095 - Evidence Control Specialist	24.66
30210 - Laboratory Technician	22.20

30221 - Latent Fingerprint	27.32
Technician I	
30222 - Latent Fingerprint	30.18
Technician II	
30240 - Mathematical Technician	24.91
30361 - Paralegal/Legal Assistant I	19.40
30362 - Paralegal/Legal Assistant II	24.03
30363 - Paralegal/Legal Assistant	29.40
III	
30364 - Paralegal/Legal Assistant IV	35.56
30375 - Petroleum Supply Specialist	30.18
30390 - Photo-Optics Technician	24.91
30395 - Radiation Control Technician	30.18
30461 - Technical Writer I	24.66
30462 - Technical Writer II	30.18
30463 - Technical Writer III	36.51
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	20100
30495 - Unexploded (UXO) Sweep	25.60
Personnel	20.00
30501 - Weather Forecaster I	27.32
30502 - Weather Forecaster II	33.23
<b>30620 - Weather Observer Combined</b> (see 2)	22.42
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Upper Air Or Surface Programs	
Surface Programs	24 66
Surface Programs30621 - Weather Observer Senior(see 2)	24.66
Surface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	24.66
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations	
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	30.98
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	30.98 13.77
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	30.98 13.77 18.78
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	30.98 13.77 18.78 16.29
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	30.98 13.77 18.78 16.29 12.78
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	30.98 13.77 18.78 16.29 12.78 16.77
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	30.98 13.77 18.78 16.29 12.78 16.77 13.85
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	30.98 13.77 18.78 16.29 12.78 16.77 13.85 17.49
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	30.98 13.77 18.78 16.29 12.78 16.77 13.85 17.49 18.78
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	30.98 13.77 18.78 16.29 12.78 16.77 13.85 17.49 18.78 18.95
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	30.98 13.77 18.78 16.29 12.78 16.77 13.85 17.49 18.78
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	30.98 13.77 18.78 16.29 12.78 16.77 13.85 17.49 18.78 18.95 18.95
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	30.98 13.77 18.78 16.29 12.78 16.77 13.85 17.49 18.78 18.95 18.95 18.95
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	30.98 13.77 18.78 16.29 12.78 16.77 13.85 17.49 18.78 18.95 18.95 18.95
Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	30.98 13.77 18.78 16.29 12.78 16.77 13.85 17.49 18.78 18.95 18.95 18.95

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	19.51
I	
99252 - Laboratory Animal Caretaker	20.95
II	
99260 - Marketing Analyst	26.94
99310 - Mortician	25.60
99410 - Pest Controller	14.96
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.40
99711 - Recycling Specialist	22.95
99730 - Refuse Collector	18.01
99810 - Sales Clerk	12.92
99820 - School Crossing Guard	15.31
99830 - Survey Party Chief	30.40
99831 - Surveying Aide	18.92
99832 - Surveying Technician	25.95
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	24.09
99842 - Vending Machine Repairer	19.51
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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.: 2015-5477
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	ns  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: Arizona

Area: Arizona Counties of Apache Gila Navajo

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.36
01035 - Court Reporter		18.01
01041 - Customer Service		13.74
Representative I		
01042 - Customer Service		14.99
Representative II		

01043 - Customer Service Representative III		16.84
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.27
01060 - Dispatcher Motor Vehicle		16.40
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		13.78
01112 - General Clerk II		15.04
01113 - General Clerk III		16.87
01120 - Housing Referral Assistant		20.78
01141 - Messenger Courier		12.33
01191 - Order Clerk I		13.42
01192 - Order Clerk II		14.86
01261 - Personnel Assistant		15.95
(Employment) I		10.90
01262 - Personnel Assistant		17.84
(Employment) II		1/.04
01263 - Personnel Assistant		19.88
		19.88
(Employment) III		26 07
01270 - Production Control Clerk		26.97
01290 - Rental Clerk		14.97
01300 - Scheduler Maintenance		16.66
01311 - Secretary I		16.66
01312 - Secretary II		18.64
01313 - Secretary III		20.78
		1 1 0 0
01320 - Service Order Dispatcher		14.32
01410 - Supply Technician		25.36
01410 - Supply Technician 01420 - Survey Worker		25.36 16.63
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		25.36
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		25.36 16.63 13.44
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		25.36 16.63 13.44 14.33
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		25.36 16.63 13.44 14.33 15.66
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk III 01533 - Travel Clerk III		25.36 16.63 13.44 14.33 15.66 16.88
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		25.36 16.63 13.44 14.33 15.66 16.88 15.53
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		25.36 16.63 13.44 14.33 15.66 16.88 15.53 17.44
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		25.36 16.63 13.44 14.33 15.66 16.88 15.53
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		25.36 16.63 13.44 14.33 15.66 16.88 15.53 17.44 19.50
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		25.36 16.63 13.44 14.33 15.66 16.88 15.53 17.44
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		25.36 16.63 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.34
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	25.36 16.63 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.34 20.30
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	25.36 16.63 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.34 20.30 19.42
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	25.36 16.63 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.34 20.30 19.42 19.42
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	25.36 16.63 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.34 20.30 19.42 19.42 19.42
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	25.36 16.63 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.34 20.30 19.42 19.42
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	25.36 16.63 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.30 19.42 19.42 19.42 16.62 22.69
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Glass Installer 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	25.36 16.63 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.34 20.30 19.42 19.42 19.42
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	25.36 16.63 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.30 19.42 19.42 19.42 16.62 22.69
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Glass Installer 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	25.36 16.63 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.34 20.30 19.42 19.42 16.62 22.69

05250 - Motor Vehicle Upholstery	18.14
Worker	10 00
05280 - Motor Vehicle Wrecker	19.62
05310 - Painter Automotive	22.12
05340 - Radiator Repair Specialist	19.58
05370 - Tire Repairer	14.37
05400 - Transmission Repair	21.59
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.65
07041 - Cook I	14.67
07042 - Cook II	16.93
07070 - Dishwasher	12.18
07130 - Food Service Worker	13.00
07210 - Meat Cutter	16.58
07260 - Waiter/Waitress	12.72
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.66
09040 - Furniture Handler	16.10
09080 - Furniture Refinisher	25.66
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer Minor	22.45
09130 - Upholsterer	25.66
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.33
11060 - Elevator Operator	14.15
11090 - Gardener	17.39
11122 - Housekeeping Aide	14.15
11150 - Janitor	14.15
11210 - Laborer Grounds Maintenance	13.43
11240 - Maid or Houseman	12.38
11260 - Pruner	12.46
11270 - Tractor Operator	16.05
11330 - Trail Maintenance Worker	13.43
11360 - Window Cleaner	15.19
12000 - Health Occupations	
12010 - Ambulance Driver	17.23
12011 - Breath Alcohol Technician	21.73
12012 - Certified Occupational	29.81
Therapist Assistant	
12015 - Certified Physical Therapist	25.20
Assistant	
12020 - Dental Assistant	19.02
12025 - Dental Hygienist	44.74
12030 - EKG Technician	32.93
12035 - Electroneurodiagnostic	32.93
Technologist	

12040 - Emergency Medical Technician       17.23         12071 - Licensed Practical Nurse I       19.43         12072 - Licensed Practical Nurse II       21.73         12073 - Licensed Practical Nurse III       24.22         12100 - Medical Assistant       16.49         12130 - Medical Laboratory       24.72         Technician       19.59         12160 - Medical Record Clerk       17.52         12195 - Medical Transcriptionist       19.43         12210 - Nuclear Medicine       47.75         Technologist       12.221         12221 - Nursing Assistant II       13.77         12222 - Nursing Assistant IV       16.88         12235 - Optical Technician       19.43         12250 - Pharmacy Technician       18.43         12250 - Pharmacy Technician       18.43         12250 - Pharmacy Technician       18.43         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse II       33.08         Specialist       12.31         12315 - Registered Nurse III       40.02         Anesthetist       12.74         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       13011 - Exhibits Specialist I       17.08         13011 - Exhibi		
12072 - Licensed Practical Nurse II       21.73         12073 - Licensed Practical Nurse III       24.22         12100 - Medical Assistant       16.49         12130 - Medical Laboratory       24.72         Technician       12160 - Medical Record Clerk       17.52         12100 - Medical Record Technician       19.59         12195 - Medical Transcriptionist       19.43         12210 - Nuclear Medicine       47.75         Technologist       12.221         12221 - Nursing Assistant I       12.26         12223 - Nursing Assistant II       15.03         12224 - Nursing Assistant IV       16.88         12235 - Optical Dispenser       18.43         12280 - Pharmacy Technician       18.43         12280 - Pheleotomist       17.37         12310 - Registered Nurse II       33.08         12311 - Registered Nurse II       33.08         12313 - Registered Nurse III       40.02         12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         12316 - Registered Nurse III       40.02         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       12317 - Scheduler (Drug and Alcohol       26.92         12300 - Information And Arts		
12073 - Licensed Practical Nurse III         24.22           12100 - Medical Assistant         16.49           12130 - Medical Laboratory         24.72           Technician         12.160 - Medical Record Clerk         17.52           12190 - Medical Transcriptionist         19.43           12210 - Nuclear Medicine         47.75           Technologist         12.26           12222 - Nursing Assistant I         13.77           12223 - Nursing Assistant II         13.77           12224 - Nursing Assistant IV         16.88           12235 - Optical Dispenser         18.17           12236 - Optical Technician         19.43           12280 - Phalmacy Technician         18.43           12280 - Phelbotomist         17.37           12305 - Radiologic Technologist         31.03           12311 - Registered Nurse II         33.08           12312 - Registered Nurse II         33.08           Specialist         12.74           12315 - Registered Nurse IV         47.96           12317 - Scheduler (Drug and Alcohol         26.92           12317 - Scheduler (Drug and Alcohol         26.92           Testing)         13011 - Exhibits Specialist I         17.08           13012 - Exhibits Specialist II         21.74		
12100 - Medical Assistant       16.49         12130 - Medical Laboratory       24.72         Technician       12160 - Medical Record Clerk       17.52         12190 - Medical Transcriptionist       19.59         12151 - Nuclear Medicine       47.75         Technologist       12.220         12221 - Nursing Assistant I       13.77         12223 - Nursing Assistant II       13.77         12235 - Optical Dispenser       18.17         12236 - Optical Technician       19.43         12250 - Pharmacy Technician       18.43         12250 - Pharmacy Technician       18.43         12260 - Phebromist       17.37         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse II       33.08         12312 - Registered Nurse III       33.08         12313 - Registered Nurse III       40.02         12314 - Registered Nurse IV       47.96         12315 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist II       21.74         13013 - Exhibits Specialist II       21.78         13014 - Illustrator II       23.06		
12130 - Medical Laboratory         24.72           Technician         12160 - Medical Record Clerk         17.52           12190 - Medical Record Technician         19.59           12195 - Medical Record Technician         19.59           12210 - Nuclear Medicine         47.75           Technologist         12.221           12221 - Nursing Assistant I         12.26           12222 - Nursing Assistant II         13.77           12235 - Optical Dispenser         18.17           12236 - Optical Technician         19.43           12250 - Pharmacy Technician         18.43           12260 - Phlebotomist         17.37           12305 - Radiologic Technologist         31.03           12311 - Registered Nurse II         33.08           Specialist         12314 - Registered Nurse III         40.02           12315 - Registered Nurse III         40.02         12317 - Scheduler (Drug and Alcohol         26.92           Testing)         12320 - Substance Abuse Treatment         21.74         Counselor           13001 - Information And Arts         0ccupations         13011 - Exhibits Specialist II         17.08           13011 - Exhibits Specialist III         23.08         13013 - Exhibits Specialist III         23.06           13014 - Illustrator II		
Technician       12160 - Medical Record Clerk       17.52         12190 - Medical Record Technician       19.59         12195 - Medical Transcriptionist       19.43         12210 - Nuclear Medicine       47.75         Technologist       12.226         12222 - Nursing Assistant II       13.77         12223 - Nursing Assistant III       15.03         12224 - Nursing Assistant III       15.03         12225 - Optical Dispenser       18.17         12236 - Optical Technician       19.43         12250 - Pharmacy Technician       19.43         12250 - Pharmacy Technician       19.43         12260 - Pheleotomist       17.37         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         Specialist       140.02         12313 - Registered Nurse III       40.02         Anesthetist       21.74         12317 - Scheduler (Drug and Alcohol       26.92         12320 - Substance Abuse Treatment       21.74         Counselor       13001 - Information And Arts         Occupations       13011 - Exhibits Specialist I         13011 - Exhibits Specialist III       25.71         1304	12100 - Medical Assistant	
12160 - Medical Record Clerk       17.52         12190 - Medical Transcriptionist       19.59         12195 - Medical Transcriptionist       19.43         12210 - Nursing Assistant I       12.26         12221 - Nursing Assistant II       13.77         12222 - Nursing Assistant II       13.77         12223 - Nursing Assistant II       15.03         12224 - Optical Dispenser       18.17         12235 - Optical Technician       19.43         12280 - Pharmacy Technician       19.43         12280 - Phebotomist       17.37         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse I       26.93         12313 - Registered Nurse II       33.08         Specialist       12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         12316 - Registered Nurse III       40.02         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       13000 - Information And Arts         0counselor       13001 - Exhibits Specialist I       17.08         13011 - Exhibits Specialist III       23.06         13012 - Exhibits Specialist III       28.27         13043 - Illustrator II       28.27         13044 - Illustrator II	=	24.72
12190 - Medical Record Technician       19.59         12195 - Medical Transcriptionist       19.43         12210 - Nuclear Medicine       47.75         Technologist       12.221         12221 - Nursing Assistant I       12.26         12222 - Nursing Assistant II       13.77         12223 - Nursing Assistant IV       16.68         12224 - Nursing Assistant IV       16.68         12235 - Optical Dispenser       18.17         12236 - Optical Technician       19.43         12280 - Phelebotomist       17.37         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         12313 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       12320 - Substance Abuse Treatment       21.74         Counselor       13001 - Information And Arts       20.92         Testing)       13012 - Exhibits Specialist II       21.08         13013 - Exhibits Specialist III       21.08       13013 - Exhibits Specialist III         13014 - Illustrator II       23.06		
12195 - Medical Transcriptionist       19.43         12210 - Nuclear Medicine       47.75         Technologist       47.75         12221 - Nursing Assistant I       12.26         12222 - Nursing Assistant II       13.77         12223 - Nursing Assistant II       15.03         12224 - Nursing Assistant II       15.03         12225 - Optical Dispenser       18.17         12236 - Optical Technician       19.43         12280 - Phamacy Technician       18.43         12280 - Phebotomist       17.37         12312 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         12313 - Registered Nurse III       40.02         12314 - Registered Nurse III       40.02         Anesthetist       12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       13000 - Information And Arts       20.92         13001 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist III       21.08         13013 - Exhibits Specialist III       21.08         13013 - Exhibits Specialist III       23.06         13014 - Illustrator II       23.18         13043 - Illustrator III       23.06 <td></td> <td></td>		
12210 - Nuclear Medicine         47.75           Technologist         12221           12221 - Nursing Assistant I         13.77           12222 - Nursing Assistant III         13.77           12223 - Nursing Assistant III         15.03           1224 - Nursing Assistant IV         16.88           12235 - Optical Dispenser         18.17           12236 - Optical Technician         19.43           12260 - Pharmacy Technician         18.43           12280 - Phlebotomist         17.37           12305 - Radiologic Technologist         31.03           12311 - Registered Nurse I         26.93           12312 - Registered Nurse II         33.08           Specialist         12314 - Registered Nurse III         40.02           12314 - Registered Nurse III         40.02           Anesthetist         12316 - Registered Nurse IV         47.96           12317 - Scheduler (Drug and Alcohol         26.92           Testing)         12320 - Substance Abuse Treatment         21.74           Counselor         13001 - Information And Arts         20.92           Testing)         13012 - Exhibits Specialist II         21.08           13013 - Exhibits Specialist III         21.8           13043 - Illustrator II         28.27 <td></td> <td></td>		
Technologist         12221 - Nursing Assistant I       12.26         12222 - Nursing Assistant III       13.77         12223 - Nursing Assistant III       15.03         12224 - Nursing Assistant IV       16.88         12235 - Optical Dispenser       18.17         12236 - Optical Technician       19.43         12200 - Pharmacy Technician       18.43         12200 - Phebotomist       17.37         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         Specialist       33.08         12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       12320 - Substance Abuse Treatment       21.74         Counselor       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist III       21.81         13013 - Exhibits Specialist III       21.74         Counselor       13011 - Exhibits Specialist III       21.71         13042 - Illustrator II       23.18       13043 - Illustrator III       23.18         130	-	
12221 - Nursing Assistant I       12.226         12222 - Nursing Assistant II       13.77         12223 - Nursing Assistant III       15.03         12224 - Nursing Assistant IV       16.88         12235 - Optical Dispenser       18.17         12236 - Optical Technician       19.43         12250 - Pharmacy Technician       18.43         12280 - Phlebotomist       17.37         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         Specialist       12314 - Registered Nurse III       40.02         12314 - Registered Nurse III       40.02         I2317 - Scheduler (Drug and Alcohol       26.92         Testing)       12320 - Substance Abuse Treatment       21.74         Counselor       13000 - Information And Arts       20.92         Testing)       13011 - Exhibits Specialist II       17.08         13012 - Exhibits Specialist III       23.18         13041 - Illustrator I       18.79         13042 - Illustrator III       23.06         13043 - Illustrator III       23.06         13054 - Library Aide/Clerk       14.20         13054 - Library Technician       14.31         1		47.75
12222 - Nursing Assistant II       13.77         12223 - Nursing Assistant III       15.03         12224 - Nursing Assistant IV       16.88         12235 - Optical Dispenser       18.17         12236 - Optical Technician       19.43         12250 - Pharmacy Technician       18.17         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         12313 - Registered Nurse III       40.02         12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         12315 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       21.230 - Substance Abuse Treatment       21.74         Counselor       21.74         13000 - Information And Arts       000         Occupations       13011 - Exhibits Specialist II       17.08         13012 - Exhibits Specialist III       21.94         13042 - Illustrator II       28.27         13043 - Illustrator III       28.27		
12223 - Nursing Assistant III       15.03         12224 - Nursing Assistant IV       16.88         12235 - Optical Dispenser       18.17         12236 - Optical Technician       19.43         12250 - Pharmacy Technician       18.43         12280 - Phlebotomist       17.37         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         12313 - Registered Nurse II       33.08         12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         12316 - Registered Nurse III       40.02         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       12220 - Substance Abuse Treatment       21.74         Counselor       13000 - Information And Arts       20.02         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist III       23.18       13042 - Illustrator I         13041 - Illustrator II       23.06       13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92       20.92       21.74         13054 - Library Information       20.92       20.92       20.92         <		
12224 - Nursing Assistant IV       16.88         12235 - Optical Dispenser       18.17         12236 - Optical Technician       19.43         12250 - Pharmacy Technician       18.43         12280 - Phlebotomist       17.37         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         Specialist       33.08         12314 - Registered Nurse II       40.02         12315 - Registered Nurse III       40.02         Anesthetist       12316 - Registered Nurse IV         12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       12320 - Substance Abuse Treatment       21.74         Counselor       13000 - Information And Arts       25.71         13011 - Exhibits Specialist II       17.08       13012 - Exhibits Specialist III       25.71         13041 - Illustrator I       18.79       13042 - Illustrator III       23.18         13042 - Illustrator III       23.06       13054 - Library Aide/Clerk       14.20         13054 - Library Information       20.92       20.92       20.92         Technology Systems       Administrator       20.92       <		
12235 - Optical Dispenser       18.17         12236 - Optical Technician       19.43         12250 - Pharmacy Technician       18.43         12280 - Phlebotomist       17.37         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         12313 - Registered Nurse II       33.08         Specialist       40.02         12315 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       12320 - Substance Abuse Treatment       21.74         Counselor       13000 - Information And Arts       0         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist III       23.08       23.06         13013 - Exhibits Specialist II       23.08       23.06         13042 - Illustrator II       23.06       23.06         13054 - Library Information       20.92       20.92         Technology Systems       Administrator       20.92         13058 - Library		
12236 - Optical Technician       19.43         12250 - Pharmacy Technician       18.43         12280 - Phlebotomist       17.37         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         12313 - Registered Nurse II       33.08         12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       12320 - Substance Abuse Treatment       21.74         Counselor       13000 - Information And Arts       Vocument         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist III       21.08       23.18         13043 - Illustrator II       23.18       13042 - Illustrator II         13043 - Illustrator III       23.06       13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92       7         Technology Systems       13058 - Library Technician       14.31         13061 - Media Specialist II       15.03       13062 - Media Specialist II       16.81	-	
12250 - Pharmacy Technician       18.43         12280 - Phlebotomist       17.37         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         12313 - Registered Nurse II       33.08         Specialist       33.08         12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         Anesthetist       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       21220 - Substance Abuse Treatment       21.74         Counselor       13000 - Information And Arts       700         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist III       21.08       13013 - Exhibits Specialist III         13041 - Illustrator I       28.27       13043 - Illustrator III       28.27         13043 - Illustrator III       23.06       13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92       7       20.92         Technology Systems       7       7.03       14.31         13061 - Media Specialist I       15.03       13062 - Media Specialist II       16.81		
12280 - Phlebotomist       17.37         12305 - Radiologic Technologist       31.03         12311 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         12313 - Registered Nurse II       33.08         Specialist       33.08         12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       12320 - Substance Abuse Treatment       21.74         Counselor       21.74         13000 - Information And Arts       26.92         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist II       21.74         Counselor       13043 - Illustrator I       23.18         13042 - Illustrator II       23.18         13043 - Illustrator III       23.18         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       13058 - Library Technician       14.31         13061 - Media Specialist I       15.03       13062 - Media Specialist II       16.81		
12305 - Radiologic Technologist       31.03         12311 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         12313 - Registered Nurse II       33.08         Specialist       33.08         12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         Anesthetist       40.02         12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       21.74         Counselor       21.74         13000 - Information And Arts       20.02         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist III       21.08         13041 - Illustrator I       18.79         13042 - Illustrator II       28.27         13043 - Illustrator III       28.27         13047 - Librarian       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       31.062         Administrator       14.31         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81		18.43
12311 - Registered Nurse I       26.93         12312 - Registered Nurse II       33.08         12313 - Registered Nurse II       33.08         Specialist       33.08         12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         Anesthetist       40.02         12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       12320 - Substance Abuse Treatment       21.74         Counselor       13000 - Information And Arts       7         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist II       17.08       13013 - Exhibits Specialist III         13041 - Illustrator I       18.79       13042 - Illustrator III       23.18         13043 - Illustrator III       23.06       13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92       7       7       13054 - Library Technician       14.31         13061 - Media Specialist I       15.03       13062 - Media Specialist II       15.03	12280 - Phlebotomist	17.37
12312 - Registered Nurse II       33.08         12313 - Registered Nurse II       33.08         Specialist       33.08         12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         Anesthetist       40.02         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       21.74         Counselor       21.74         13000 - Information And Arts       21.74         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist II       21.08       13013 - Exhibits Specialist III         13041 - Illustrator II       23.18       13043 - Illustrator III       23.06         13050 - Library Aide/Clerk       14.20       13054 - Library Technician       20.92         Technology Systems       Administrator       20.92       13058 - Library Technician       14.31         13061 - Media Specialist I       15.03       15.03       13062 - Media Specialist II       15.03	12305 - Radiologic Technologist	31.03
12313 - Registered Nurse II       33.08         Specialist       40.02         12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         Anesthetist       40.02         12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       21230 - Substance Abuse Treatment       21.74         Counselor       21.74         13000 - Information And Arts       20.02         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist III       21.74         Occupations       21.74         13013 - Exhibits Specialist II       21.08         13014 - Illustrator I       18.79         13042 - Illustrator II       23.18         13043 - Illustrator III       28.27         13047 - Librarian       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       30.02         Administrator       14.31         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	12311 - Registered Nurse I	26.93
Specialist       40.02         12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         Anesthetist       47.96         12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       21.74         Counselor       21.74         13000 - Information And Arts       20         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist II       21.74         13041 - Illustrator I       25.71         13042 - Illustrator II       23.18         13054 - Librarian       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Technician       14.31         13061 - Media Specialist I       15.03         13062 - Media Specialist I       15.03	12312 - Registered Nurse II	33.08
12314 - Registered Nurse III       40.02         12315 - Registered Nurse III       40.02         Anesthetist       40.02         12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       21.74         Counselor       21.74         13000 - Information And Arts       21.74         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist II       21.71         13041 - Illustrator I       25.71         13042 - Illustrator II       23.18         13043 - Illustrator III       28.27         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       20.92         Administrator       20.92         13058 - Library Technician       14.31         13061 - Media Specialist II       15.03         13062 - Media Specialist II       16.81	12313 - Registered Nurse II	33.08
12315 - Registered Nurse III       40.02         Anesthetist       47.96         12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       21.74         Counselor       21.74         13000 - Information And Arts       20         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist II       21.08         13013 - Exhibits Specialist III       25.71         13041 - Illustrator I       18.79         13042 - Illustrator III       23.18         13043 - Illustrator III       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       Administrator         Administrator       14.31         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	Specialist	
Anesthetist       47.96         12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       12320 - Substance Abuse Treatment       21.74         Counselor       21.74         13000 - Information And Arts       20         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist II       21.08         13013 - Exhibits Specialist III       25.71         13041 - Illustrator I       18.79         13042 - Illustrator III       23.18         13043 - Illustrator III       28.27         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       Administrator         Administrator       14.31         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	12314 - Registered Nurse III	40.02
12316 - Registered Nurse IV       47.96         12317 - Scheduler (Drug and Alcohol       26.92         Testing)       12320 - Substance Abuse Treatment       21.74         Counselor       13000 - Information And Arts       21.74         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist II       21.74         13013 - Exhibits Specialist II       21.08         13014 - Illustrator I       18.79         13042 - Illustrator III       23.18         13043 - Illustrator III       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       Administrator         Administrator       14.31         13061 - Media Specialist II       15.03         13062 - Media Specialist II       16.81	12315 - Registered Nurse III	40.02
12317 - Scheduler (Drug and Alcohol       26.92         Testing)       12320 - Substance Abuse Treatment       21.74         Counselor       21.74         13000 - Information And Arts       20.92         Occupations       13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist II       21.74         13013 - Exhibits Specialist II       21.74         13014 - Illustrator I       21.74         13041 - Illustrator II       25.71         13042 - Illustrator III       23.18         13043 - Illustrator III       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       Administrator         13058 - Library Technician       14.31         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	Anesthetist	
Testing)       21.74         12320 - Substance Abuse Treatment       21.74         Counselor       13000 - Information And Arts         Occupations       13011 - Exhibits Specialist I         13012 - Exhibits Specialist II       21.08         13013 - Exhibits Specialist III       25.71         13041 - Illustrator I       18.79         13042 - Illustrator III       23.18         13043 - Illustrator III       28.27         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       20.92         Administrator       14.31         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	-	47.96
12320 - Substance Abuse Treatment       21.74         Counselor       13000 - Information And Arts         Occupations       13011 - Exhibits Specialist I         13012 - Exhibits Specialist II       21.08         13013 - Exhibits Specialist III       25.71         13041 - Illustrator I       18.79         13042 - Illustrator III       23.18         13043 - Illustrator III       28.27         13054 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       14.31         13061 - Media Specialist I       15.03         13062 - Media Specialist I       16.81	12317 - Scheduler (Drug and Alcohol	26.92
Counselor         13000 - Information And Arts         Occupations         13011 - Exhibits Specialist I         13012 - Exhibits Specialist II         21.08         13013 - Exhibits Specialist III         25.71         13041 - Illustrator I         13042 - Illustrator III         23.18         13043 - Illustrator III         28.27         13047 - Librarian         23.06         13050 - Library Aide/Clerk         13054 - Library Information         20.92         Technology Systems         Administrator         13058 - Library Technician         13061 - Media Specialist I         13062 - Media Specialist II	Testing)	
13000 - Information And Arts         Occupations         13011 - Exhibits Specialist I         13012 - Exhibits Specialist II         21.08         13013 - Exhibits Specialist III         25.71         13041 - Illustrator I         13042 - Illustrator III         23.18         13043 - Illustrator III         28.27         13047 - Librarian         23.06         13050 - Library Aide/Clerk         13054 - Library Information         20.92         Technology Systems         Administrator         13058 - Library Technician         13061 - Media Specialist I         13062 - Media Specialist II	12320 - Substance Abuse Treatment	21.74
Occupations         13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist II       21.08         13013 - Exhibits Specialist III       25.71         13041 - Illustrator I       18.79         13042 - Illustrator II       23.18         13043 - Illustrator III       28.27         13047 - Librarian       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       13058 - Library Technician         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	Counselor	
13011 - Exhibits Specialist I       17.08         13012 - Exhibits Specialist II       21.08         13013 - Exhibits Specialist III       25.71         13041 - Illustrator I       18.79         13042 - Illustrator II       23.18         13043 - Illustrator III       28.27         13047 - Librarian       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       13058 - Library Technician         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	13000 - Information And Arts	
13012 - Exhibits Specialist II       21.08         13013 - Exhibits Specialist III       25.71         13041 - Illustrator I       18.79         13042 - Illustrator III       23.18         13043 - Illustrator III       28.27         13047 - Librarian       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       13058 - Library Technician         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	Occupations	
13013 - Exhibits Specialist III       25.71         13041 - Illustrator I       18.79         13042 - Illustrator III       23.18         13043 - Illustrator III       28.27         13047 - Librarian       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       13058 - Library Technician         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	13011 - Exhibits Specialist I	
13041 - Illustrator I       18.79         13042 - Illustrator II       23.18         13043 - Illustrator III       28.27         13047 - Librarian       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       14.31         13058 - Library Technician       14.31         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	13012 - Exhibits Specialist II	21.08
13042 - Illustrator II       23.18         13043 - Illustrator III       28.27         13047 - Librarian       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       3000         Administrator       14.31         13058 - Library Technician       14.31         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	13013 - Exhibits Specialist III	25.71
13043 - Illustrator III       28.27         13047 - Librarian       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       20.92         Administrator       14.31         13051 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	13041 - Illustrator I	18.79
13047 - Librarian       23.06         13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems		
13050 - Library Aide/Clerk       14.20         13054 - Library Information       20.92         Technology Systems       7         Administrator       7         13058 - Library Technician       14.31         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	13043 - Illustrator III	28.27
13054 - Library Information20.92Technology Systems1000Administrator13058 - Library Technician13061 - Media Specialist I15.0313062 - Media Specialist II16.81		23.06
Technology Systems Administrator 13058 - Library Technician 14.31 13061 - Media Specialist I 15.03 13062 - Media Specialist II 16.81	13050 - Library Aide/Clerk	14.20
Administrator13058 - Library Technician14.3113061 - Media Specialist I15.0313062 - Media Specialist II16.81	13054 - Library Information	20.92
13058 - Library Technician       14.31         13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	Technology Systems	
13061 - Media Specialist I       15.03         13062 - Media Specialist II       16.81	Administrator	
13062 - Media Specialist II 16.81		14.31
-	13061 - Media Specialist I	15.03
13063 - Media Specialist III 18.75	13062 - Media Specialist II	16.81
-	13063 - Media Specialist III	18.75

13071 - Photographer I		14.99
13072 - Photographer II		17.27
13073 - Photographer III		21.32
13074 - Photographer IV		26.01
13075 - Photographer V		31.55
13090 - Technical Order Library		17.22
Clerk		
13110 - Video Teleconference		16.68
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.48
14042 - Computer Operator II		19.54
14042 - Computer Operator III		21.79
14044 - Computer Operator IV		24.22
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	23.00
14072 - Computer Programmer II	(see 1)	26.05
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		17.48
Operator		
14160 - Personal Computer Support		25.03
Technician		
14170 - System Support Specialist		26.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.83
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		37.31
Instructor (Rated)		57.51
15030 - Air Crew Training Devices		44.71
-		44./1
Instructor (Pilot)		20.02
15050 - Computer Based Training		30.83
Specialist / Instructor		0.0 1.6
15060 - Educational Technologist		29.16
15070 - Flight Instructor (Pilot)		44.71
15080 - Graphic Artist		21.86
15085 - Maintenance Test Pilot Fixed		44.71
Jet/Prop		
15086 - Maintenance Test Pilot		44.71
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.71
Pilot		
15090 - Technical Instructor		29.31
15095 - Technical Instructor/Course		35.86
Developer		
15110 - Test Proctor		23.66
		23.00

15120 - Tutor	23.66
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	15.11
16030 - Counter Attendant	15.11
16040 - Dry Cleaner	17.89
16070 - Finisher Flatwork Machine	15.11
16090 - Presser Hand	15.11
16110 - Presser Machine Drycleaning	15.11
16130 - Presser Machine Shirts	15.11
16160 - Presser Machine Wearing	15.11
Apparel Laundry	
16190 - Sewing Machine Operator	18.63
16220 - Tailor	19.38
16250 - Washer Machine	16.39
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.66
Room)	
19040 - Tool And Die Maker	31.55
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	13.88
21030 - Material Coordinator	26.06
21040 - Material Expediter	26.06
21050 - Material Handling Laborer	13.51
21071 - Order Filler	12.66
21080 - Production Line Worker (Food	13.88
Processing)	
21110 - Shipping Packer	16.79
21130 - Shipping/Receiving Clerk	16.79
21140 - Store Worker I	14.50
21150 - Stock Clerk	18.19
21210 - Tools And Parts Attendant	13.88
21410 - Warehouse Specialist	13.88
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.45
23019 - Aircraft Logs and Records	23.41
Technician	
23021 - Aircraft Mechanic I	27.87
23022 - Aircraft Mechanic II	29.45
23023 - Aircraft Mechanic III	31.24
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft Painter	26.48
23060 - Aircraft Servicer	23.41
23070 - Aircraft Survival Flight	26.48
Equipment Technician	
23080 - Aircraft Worker	25.08

23091 - Aircrew Life Support	25.08
Equipment (ALSE) Mechanic	20.00
23092 - Aircrew Life Support	27.87
	21.01
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.66
23120 - Bicycle Repairer	20.85
23125 - Cable Splicer	36.85
23130 - Carpenter Maintenance	20.71
23140 - Carpet Layer	24.05
23160 - Electrician Maintenance	34.30
23181 - Electronics Technician	24.05
Maintenance I	
23182 - Electronics Technician	25.66
Maintenance II	
23183 - Electronics Technician	27.29
Maintenance III	
23260 - Fabric Worker	22.45
23290 - Fire Alarm System Mechanic	27.29
23310 - Fire Extinguisher Repairer	20.85
23311 - Fuel Distribution System	29.33
Mechanic	
23312 - Fuel Distribution System	21.87
Operator	
23370 - General Maintenance Worker	17.48
23380 - Ground Support Equipment	27.87
Mechanic	
23381 - Ground Support Equipment	23.41
Servicer	20.41
23382 - Ground Support Equipment	25.08
Worker	20.00
23391 - Gunsmith I	20.85
23392 - Gunsmith II	24.05
23392 - Gunsmith III	27.29
23410 - Heating Ventilation And Air-	19.83
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	20.95
Contidioning	
Mechanic (Research Facility)	00 01
23430 - Heavy Equipment Mechanic	29.21
23440 - Heavy Equipment Operator	25.67
23460 - Instrument Mechanic	27.29
23465 - Laboratory/Shelter Mechanic	25.66
23470 - Laborer	13.51
23510 - Locksmith	25.66
23530 - Machinery Maintenance	29.35
Mechanic	
23550 - Machinist Maintenance	25.37

23580 - Maintenance Trades Helper	18.26
23591 - Metrology Technician I	27.29
23592 - Metrology Technician II	28.69
23593 - Metrology Technician III	30.17
23640 - Millwright	27.29
23710 - Office Appliance Repairer	25.66
23760 - Painter Maintenance	20.20
23790 - Pipefitter Maintenance	24.40
23810 - Plumber Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	27.29
23850 - Rigger	27.29
23870 - Scale Mechanic	24.05
23890 - Sheet-Metal Worker	21.77
Maintenance	04 05
23910 - Small Engine Mechanic	24.05
23931 - Telecommunications Mechanic	33.54
I	
23932 - Telecommunications Mechanic	35.26
II	07 10
23950 - Telephone Lineman	27.13
23960 - Welder Combination	29.48
Maintenance	04 07
23965 - Well Driller	24.97
23970 - Woodcraft Worker	27.29
23980 - Woodworker	20.85
24000 - Personal Needs Occupations	
24550 - Case Manager	15.79
24570 - Child Care Attendant	12.23
24580 - Child Care Center Clerk 24610 - Chore Aide	16.79
	12.55
24620 - Family Readiness And Support Services	15.79
Coordinator 24630 - Homemaker	10 20
	18.38
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.29
25040 - 6	22.71
25040 - Sewage Plant Operator	
25070 - Stationary Engineer	27.29
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	19.23
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	19.23
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	19.23 22.71
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	19.23 22.71 18.73
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	19.23 22.71 18.73 16.00
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	19.23 22.71 18.73 16.00 19.52
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	19.23 22.71 18.73 16.00 19.52 20.49
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	19.23 22.71 18.73 16.00 19.52 20.49 17.89
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	19.23 22.71 18.73 16.00 19.52 20.49

			1 6 9 9
27101 - Guard I			16.00
27102 - Guard II			17.89
27131 - Police Officer I			25.69
27132 - Police Officer II			28.53
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.94
28042 - Carnival Equipment Repairer			17.28
28043 - Carnival Worker			12.43
28210 - Gate Attendant/Gate Tender			16.50
28310 - Lifeguard			13.21
28350 - Park Attendant (Aide)			18.47
28510 - Recreation Aide/Health			13.48
Facility Attendant			
28515 - Recreation Specialist			22.88
28630 - Sports Official			14.70
28690 - Swimming Pool Operator			19.93
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			26.73
29020 - Hatch Tender			26.73
29030 - Line Handler			26.73
29041 - Stevedore I			24.94
29042 - Stevedore II			28.48
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.72
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	28.08
Specialist Station (HFO)			
30012 - Air Traffic Control			30.92
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.95
30022 - Archeological Technician II			20.08
30023 - Archeological Technician III			24.88
30030 - Cartographic Technician			24.88
30040 - Civil Engineering Technician			25.89
30051 - Cryogenic Technician I			27.55
30052 - Cryogenic Technician II			30.42
30061 - Drafter/CAD Operator I			17.95
30062 - Drafter/CAD Operator II			20.08
30063 - Drafter/CAD Operator III			22.38
30064 - Drafter/CAD Operator IV			27.55
30081 - Engineering Technician I			16.02
30082 - Engineering Technician II			17.98
30083 - Engineering Technician III			21.48
30084 - Engineering Technician IV			25.33
30085 - Engineering Technician V			30.42
30086 - Engineering Technician VI			36.81
30090 - Environmental Technician			24.88
30095 - Evidence Control Specialist			24.88
-			
30210 - Laboratory Technician			28.60

30221 - Latent Fingerprint Technician I		27.55
		20 40
30222 - Latent Fingerprint		30.42
Technician II		
30240 - Mathematical Technician		24.88
30361 - Paralegal/Legal Assistant I		21.19
30362 - Paralegal/Legal Assistant II		25.62
30363 - Paralegal/Legal Assistant		31.34
III		
30364 - Paralegal/Legal Assistant IV		37.93
30375 - Petroleum Supply Specialist		30.42
30390 - Photo-Optics Technician		24.88
30395 - Radiation Control Technician		30.42
30461 - Technical Writer I		24.88
30462 - Technical Writer II		30.42
30463 - Technical Writer III		36.81
30491 - Unexploded Ordnance (UXO)		25.88
Technician I		
30492 - Unexploded Ordnance (UXO)		31.31
Technician II		
30493 - Unexploded Ordnance (UXO)		37.53
Technician III		
30494 - Unexploded (UXO) Safety		25.88
Escort		
30495 - Unexploded (UXO) Sweep		25.88
Personnel		
30501 - Weather Forecaster I		27.55
30502 - Weather Forecaster II		33.51
	e 2)	22.38
Upper Air Or	, ,	22.00
Surface Programs		
_	e 2)	24.88
31000 - Transportation/Mobile	= 2)	24.00
-		
Equipment Operation Occupations		21 21
31010 - Airplane Pilot		31.31
		4 4 9 5
31020 - Bus Aide		11.97
31030 - Bus Driver		19.47
31030 - Bus Driver 31043 - Driver Courier		19.47 18.01
31030 - Bus Driver		19.47
31030 - Bus Driver 31043 - Driver Courier		19.47 18.01
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant		19.47 18.01 14.04
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver		19.47 18.01 14.04 18.39
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver		19.47 18.01 14.04 18.39 14.36
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium</pre>		19.47 18.01 14.04 18.39 14.36 19.52 21.02
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>		19.47 18.01 14.04 18.39 14.36 19.52 21.02 21.40
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>		19.47 18.01 14.04 18.39 14.36 19.52 21.02
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>		19.47 18.01 14.04 18.39 14.36 19.52 21.02 21.40 21.40
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>		19.47 18.01 14.04 18.39 14.36 19.52 21.02 21.40 21.40 15.26
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>		19.47 18.01 14.04 18.39 14.36 19.52 21.02 21.40 21.40 15.26 12.64
<pre>31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>		19.47 18.01 14.04 18.39 14.36 19.52 21.02 21.40 21.40 15.26

99130 - Flight Follower	25.88
99251 - Laboratory Animal Caretaker	15.87
I	
99252 - Laboratory Animal Caretaker	17.35
II	
99260 - Marketing Analyst	27.59
99310 - Mortician	28.19
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.60
99710 - Recycling Laborer	20.17
99711 - Recycling Specialist	24.28
99730 - Refuse Collector	18.16
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	13.48
99830 - Survey Party Chief	32.05
99831 - Surveying Aide	19.30
99832 - Surveying Technician	27.21
99840 - Vending Machine Attendant	19.91
99841 - Vending Machine Repairer	24.89
99842 - Vending Machine Repairer	19.91
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5479 Revision No.: 18 Date Of Last Revision: 12/27/2021

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

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

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

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

State: Arizona

Area: Arizona County of La Paz

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.54
01012 - Accounting Clerk II		16.33
01013 - Accounting Clerk III		18.26
01020 - Administrative Assistant		22.60
01035 - Court Reporter		18.01
01041 - Customer Service		13.74
Representative I		
01042 - Customer Service		14.99
Representative II		

01043 - Customer Service Representative III		16.84
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.27
01060 - Dispatcher Motor Vehicle		16.43
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		13.72
01112 - General Clerk II		14.96
01113 - General Clerk III		16.80
01120 - Housing Referral Assistant		20.08
01141 - Messenger Courier		11.70
01191 - Order Clerk I		13.42
01192 - Order Clerk II		15.17
01261 - Personnel Assistant		15.95
(Employment) I		10.90
01262 - Personnel Assistant		17.84
		1/.04
(Employment) II 01263 - Personnel Assistant		19.88
		19.88
(Employment) III		01 77
01270 - Production Control Clerk		24.77
01290 - Rental Clerk		12.92
01300 - Scheduler Maintenance		16.11
01311 - Secretary I		16.11
01312 - Secretary II		18.01
01313 - Secretary III		20.08
01320 - Service Order Dispatcher		14.22
01410 - Supply Technician		22.60
01410 - Supply Technician 01420 - Survey Worker		22.60 15.20
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		22.60
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		22.60 15.20 13.44
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		22.60 15.20 13.44 14.33
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		22.60 15.20 13.44 14.33 15.66
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk III 01533 - Travel Clerk III		22.60 15.20 13.44 14.33 15.66 16.88
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		22.60 15.20 13.44 14.33 15.66 16.88 15.53
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk III 01533 - Travel Clerk III		22.60 15.20 13.44 14.33 15.66 16.88 15.53 17.44
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		22.60 15.20 13.44 14.33 15.66 16.88 15.53
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		22.60 15.20 13.44 14.33 15.66 16.88 15.53 17.44 19.50
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		22.60 15.20 13.44 14.33 15.66 16.88 15.53 17.44
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		22.60 15.20 13.44 14.33 15.66 16.88 15.53 17.44 19.50
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	22.60 15.20 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.69
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	22.60 15.20 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.69 19.99 19.24
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	22.60 15.20 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.69 19.99
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	22.60 15.20 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.69 19.99 19.24
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	22.60 15.20 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.69 19.99 19.24 19.24
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	22.60 15.20 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.69 19.99 19.24 19.24 19.24
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	22.60 15.20 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.69 19.99 19.24 19.24 19.24
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	22.60 15.20 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.69 19.99 19.24 19.24 19.24 17.70 20.69
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Glass Installer 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	22.60 15.20 13.44 14.33 15.66 16.88 15.53 17.44 19.50 20.69 19.99 19.24 19.24 19.24 17.70 20.69

05250 - Motor Vehicle Upholstery	18.53
Worker	10.04
05280 - Motor Vehicle Wrecker	19.24
05310 - Painter Automotive	19.99
05340 - Radiator Repair Specialist	19.24
05370 - Tire Repairer	15.52
05400 - Transmission Repair	20.69
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.65
07041 - Cook I	14.72
07042 - Cook II	16.93
07070 - Dishwasher	12.18
07130 - Food Service Worker	13.00
07210 - Meat Cutter	16.04
07260 - Waiter/Waitress	12.72
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.66
09040 - Furniture Handler	16.10
09080 - Furniture Refinisher	25.66
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer Minor	22.45
09130 - Upholsterer	25.66
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.33
11060 - Elevator Operator	14.15
11090 - Gardener	17.39
11122 - Housekeeping Aide	14.15
11150 - Janitor	14.15
11210 - Laborer Grounds Maintenance	13.43
11240 - Maid or Houseman	12.38
11260 - Pruner	12.46
11270 - Tractor Operator	16.05
11330 - Trail Maintenance Worker	13.43
11360 - Window Cleaner	15.19
12000 - Health Occupations	
12010 - Ambulance Driver	17.23
12011 - Breath Alcohol Technician	21.73
12012 - Certified Occupational	29.81
Therapist Assistant	
12015 - Certified Physical Therapist	25.67
Assistant	-
12020 - Dental Assistant	19.02
12025 - Dental Hygienist	45.06
12030 - EKG Technician	32.93
12035 - Electroneurodiagnostic	32.93
Technologist	

12040 - Emergency Medical Technician	17.23
12071 - Licensed Practical Nurse I	19.43
12072 - Licensed Practical Nurse II	21.73
12073 - Licensed Practical Nurse III	24.22
12100 - Medical Assistant	16.49
12130 - Medical Laboratory	24.72
Technician	
12160 - Medical Record Clerk	17.52
12190 - Medical Record Technician	19.59
12195 - Medical Transcriptionist	19.43
12210 - Nuclear Medicine	47.75
Technologist	
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.77
12223 - Nursing Assistant III	15.03
12224 - Nursing Assistant IV	16.88
12235 - Optical Dispenser	18.59
12236 - Optical Technician	19.43
12250 - Pharmacy Technician	18.43
12280 - Phlebotomist	17.70
12305 - Radiologic Technologist	31.03
12311 - Registered Nurse I	24.22
12312 - Registered Nurse II	29.63
12313 - Registered Nurse II	29.63
Specialist	
12314 - Registered Nurse III	35.86
12315 - Registered Nurse III	35.86
Anesthetist	
12316 - Registered Nurse IV	42.97
12317 - Scheduler (Drug and Alcohol	26.92
Testing)	
12320 - Substance Abuse Treatment	21.74
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.75
13012 - Exhibits Specialist II	20.68
13013 - Exhibits Specialist III	24.54
13041 - Illustrator I	17.75
13042 - Illustrator II	20.68
13043 - Illustrator III	24.54
13047 - Librarian	20.34
13050 - Library Aide/Clerk	13.71
13054 - Library Information	18.67
Technology Systems	
Administrator	
13058 - Library Technician	14.31
13061 - Media Specialist I	13.25
13062 - Media Specialist II	14.83
13063 - Media Specialist III	16.53

13071 - Photographer I		14.69
13072 - Photographer II		18.91
13073 - Photographer III		22.03
13074 - Photographer IV		26.14
13075 - Photographer V		31.63
13090 - Technical Order Library		17.22
Clerk		
13110 - Video Teleconference		13.25
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.48
14042 - Computer Operator II		19.54
14043 - Computer Operator III		21.79
14044 - Computer Operator IV		24.22
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	21.03
14072 - Computer Programmer II	(see 1)	26.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	17.48
Operator		17.10
14160 - Personal Computer Support		24.22
Technician		24.22
14170 - System Support Specialist		26.81
15000 - Instructional Occupations		20.01
15010 - Aircrew Training Devices		30.83
Instructor (Non-Rated)		50.05
		27 21
15020 - Aircrew Training Devices		37.31
Instructor (Rated)		11 71
15030 - Air Crew Training Devices		44.71
Instructor (Pilot)		
15050 - Computer Based Training		30.83
Specialist / Instructor		0.0.01
15060 - Educational Technologist		29.31
15070 - Flight Instructor (Pilot)		44.71
15080 - Graphic Artist		22.91
15085 - Maintenance Test Pilot Fixed		44.71
Jet/Prop		
15086 - Maintenance Test Pilot		44.71
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.71
Pilot		
15090 - Technical Instructor		29.31
15095 - Technical Instructor/Course		35.86
Developer		
15110 - Test Proctor		23.66

15100 mater	
15120 - Tutor	23.66
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	15.11
	15.11
16030 - Counter Attendant	
16040 - Dry Cleaner	17.89
16070 - Finisher Flatwork Machine	15.11
16090 - Presser Hand	15.11
16110 - Presser Machine Drycleaning	15.11
16130 - Presser Machine Shirts	15.11
16160 - Presser Machine Wearing	15.11
Apparel Laundry	10 60
16190 - Sewing Machine Operator	18.63
16220 - Tailor	19.38
16250 - Washer Machine	16.39
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.66
Room)	01 55
19040 - Tool And Die Maker	31.55
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	13.88
21030 - Material Coordinator	24.77
21040 - Material Expediter	24.77
21050 - Material Handling Laborer	13.51
21071 - Order Filler	12.66
21080 - Production Line Worker (Food	13.88
Processing)	
21110 - Shipping Packer	15.51
21130 - Shipping/Receiving Clerk	15.51
21140 - Store Worker I	14.50
21150 - Stock Clerk	18.19
21210 - Tools And Parts Attendant	13.88
21410 - Warehouse Specialist	13.88
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.90
23019 - Aircraft Logs and Records	23.22
Technician	
23021 - Aircraft Mechanic I	25.92
23022 - Aircraft Mechanic II	26.90
23023 - Aircraft Mechanic III	27.85
23040 - Aircraft Mechanic Helper	20.67
23050 - Aircraft Painter	25.05
23060 - Aircraft Servicer	23.22
23070 - Aircraft Survival Flight	25.05
Equipment Technician	
23080 - Aircraft Worker	24.11

23091 - Aircrew Life Support	24.11
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.92
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.66
23120 - Bicycle Repairer	20.85
23125 - Cable Splicer	35.02
23130 - Carpenter Maintenance	20.71
23140 - Carpet Layer	24.05
23160 - Electrician Maintenance	34.30
23180 - Electronics Technician	24.05
	24.05
Maintenance I	
23182 - Electronics Technician	25.66
Maintenance II	
23183 - Electronics Technician	27.29
Maintenance III	
23260 - Fabric Worker	22.45
23290 - Fire Alarm System Mechanic	27.29
23310 - Fire Extinguisher Repairer	20.85
23311 - Fuel Distribution System	28.63
Mechanic	
23312 - Fuel Distribution System	21.87
Operator	
23370 - General Maintenance Worker	17.45
23380 - Ground Support Equipment	25.92
Mechanic	20.02
23381 - Ground Support Equipment	23.22
Servicer	23.22
23382 - Ground Support Equipment	24.11
Worker	24.11
23391 - Gunsmith I	20 95
	20.85
23392 - Gunsmith II	24.05
23393 - Gunsmith III	27.29
23410 - Heating Ventilation And Air-	19.78
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	20.79
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.21
23440 - Heavy Equipment Operator	25.67
23460 - Instrument Mechanic	27.29
23465 - Laboratory/Shelter Mechanic	25.66
23470 - Laborer	13.51
23510 - Locksmith	25.66
23530 - Machinery Maintenance	29.35
Mechanic	23.55
23550 - Machinist Maintenance	25.37
25550 - Machinist Mathicendice	23.31

23580 - Maintenance Trades Helper	19.84
23591 - Metrology Technician I	27.29
23592 - Metrology Technician II	28.69
23593 - Metrology Technician III	30.17
23640 - Millwright	27.29
23710 - Office Appliance Repairer	25.66
23760 - Painter Maintenance	20.75
23790 - Pipefitter Maintenance	24.18
23810 - Plumber Maintenance	22.74
23820 - Pneudraulic Systems Mechanic	27.29
23850 - Rigger	27.29
23870 - Scale Mechanic	24.05
23890 - Sheet-Metal Worker	22.70
Maintenance	
23910 - Small Engine Mechanic	24.05
23931 - Telecommunications Mechanic	32.33
I O2020 — Welessmunisetiens Mashania	
23932 - Telecommunications Mechanic	35.26
II 22050 Malanhana Linaman	07 10
23950 - Telephone Lineman 23960 - Welder Combination	27.13
	29.48
Maintenance 23965 - Well Driller	24.37
23965 - Well Driller 23970 - Woodcraft Worker	24.37
23980 - Woodcraft worker 23980 - Woodworker	20.85
	20.05
24000 - Personal Needs Occupations	15.79
24550 - Case Manager 24570 - Child Care Attendant	12.23
24570 - Child Care Center Clerk	15.24
24510 - Chore Aide	12.55
24620 - Family Readiness And Support	15.79
Services	10.79
Coordinator	
24630 - Homemaker	17.08
25000 - Plant And System Operations	17.00
Occupations	
25010 - Boiler Tender	27.29
25040 - Sewage Plant Operator	21.83
25070 - Stationary Engineer	27.29
25190 - Ventilation Equipment Tender	19.23
25210 - Water Treatment Plant	21.83
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.28
27007 - Baggage Inspector	16.00
27008 - Corrections Officer	19.09
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	17.89
27040 - Detention Officer	19.09
27070 - Firefighter	18.02

27101 - Guard I			16.00
27102 - Guard II			17.89
27131 - Police Officer I			22.61
27132 - Police Officer II			25.13
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.94
28042 - Carnival Equipment Repairer			17.28
28043 - Carnival Worker			12.43
28210 - Gate Attendant/Gate Tender			16.50
28310 - Lifequard			13.28
28350 - Park Attendant (Aide)			18.47
28510 - Recreation Aide/Health			13.48
Facility Attendant			
28515 - Recreation Specialist			22.88
28630 - Sports Official			14.70
28690 - Swimming Pool Operator			19.93
29000 - Stevedoring/Longshoremen			19.95
Occupational Services			
29010 - Blocker And Bracer			26.73
29020 - Hatch Tender			26.73
29020 - Hatten Tender 29030 - Line Handler			26.73
29030 - Line Handler 29041 - Stevedore I			
			24.94
29042 - Stevedore II			28.48
30000 - Technical Occupations	1	2	40 70
30010 - Air Traffic Control	(see	2)	40.72
Specialist Center (HFO)	1	0.	00 00
30011 - Air Traffic Control	(see	2)	28.08
Specialist Station (HFO)			2.2.2.2
30012 - Air Traffic Control			30.92
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.97
30022 - Archeological Technician II			20.10
30023 - Archeological Technician III			24.88
30030 - Cartographic Technician			24.91
30040 - Civil Engineering Technician			25.89
30051 - Cryogenic Technician I			27.55
30052 - Cryogenic Technician II			30.42
30061 - Drafter/CAD Operator I			17.97
30062 - Drafter/CAD Operator II			20.10
30063 - Drafter/CAD Operator III			22.42
30064 - Drafter/CAD Operator IV			27.55
30081 - Engineering Technician I			15.98
30082 - Engineering Technician II			17.97
30083 - Engineering Technician III			20.10
30084 - Engineering Technician IV			24.91
30085 - Engineering Technician V			30.47
30086 - Engineering Technician VI			36.86
30090 - Environmental Technician			24.91
30095 - Evidence Control Specialist			24.88
30210 - Laboratory Technician			28.60
<b>▲</b>			

30221 - Latent Fingerprint			27.55
Technician I			
30222 - Latent Fingerprint			30.42
Technician II			
30240 - Mathematical Technician			24.91
30361 - Paralegal/Legal Assistant I			20.68
30362 - Paralegal/Legal Assistant II			25.62
30363 - Paralegal/Legal Assistant			31.34
III			
30364 - Paralegal/Legal Assistant IV			37.93
30375 - Petroleum Supply Specialist			30.42
30390 - Photo-Optics Technician			24.91
30395 - Radiation Control Technician			30.42
30461 - Technical Writer I			24.88
30462 - Technical Writer II			30.42
30463 - Technical Writer III			36.81
30491 - Unexploded Ordnance (UXO)			25.88
Technician I			
30492 - Unexploded Ordnance (UXO)			31.31
Technician II			
30493 - Unexploded Ordnance (UXO)			37.53
Technician III			
30494 - Unexploded (UXO) Safety			25.88
Escort			
30495 - Unexploded (UXO) Sweep			25.88
Personnel			
30501 - Weather Forecaster I			27.55
30502 - Weather Forecaster II			33.51
	(see	2)	22.42
Upper Air Or	(000	_ /	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	24.88
31000 - Transportation/Mobile	(266	<u> </u>	24.00
-			
Equipment Operation Occupations			21 21
31010 - Airplane Pilot			31.31
31020 - Bus Aide			13.84
31030 - Bus Driver			19.47
31043 - Driver Courier			18.01
31260 - Parking and Lot Attendant			14.04
31290 - Shuttle Bus Driver			18.39
31310 - Taxi Driver			14.36
31361 - Truckdriver Light			19.52
31362 - Truckdriver Medium			21.02
31363 - Truckdriver Heavy			21.40
31364 - Truckdriver Tractor-Trailer			21.40
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.26
99030 - Cashier			12.64
99050 - Desk Clerk			12.80
99095 - Embalmer			25.88
			20.00

99130 - Flight Follower	25.88
99251 - Laboratory Animal Caretaker	16.01
I	
99252 - Laboratory Animal Caretaker	17.35
II	
99260 - Marketing Analyst	27.59
99310 - Mortician	25.88
99410 - Pest Controller	21.91
99510 - Photofinishing Worker	13.60
99710 - Recycling Laborer	20.17
99711 - Recycling Specialist	23.86
99730 - Refuse Collector	18.16
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	15.52
99830 - Survey Party Chief	31.88
99831 - Surveying Aide	19.84
99832 - Surveying Technician	27.21
99840 - Vending Machine Attendant	19.91
99841 - Vending Machine Repairer	24.89
99842 - Vending Machine Repairer	19.91
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR 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 Determinations	Wage Determination No.: 2015-5481 Revision No.: 18 Date Of Last Revision: 12/27/2021

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

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

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

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

State: Arizona

Area: Arizona Counties of Graham Greenlee Santa Cruz

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.54
01012 - Accounting Clerk II		16.33
01013 - Accounting Clerk III		18.26
01020 - Administrative Assistant		22.60
01035 - Court Reporter		18.01
01041 - Customer Service		13.74
Representative I		
01042 - Customer Service		14.99
Representative II		

01043 - Customer Service		16.84
Representative III		10.01
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.27
01060 - Dispatcher Motor Vehicle		17.31
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		13.72
01112 - General Clerk II		14.96
01113 - General Clerk III		16.80
01120 - Housing Referral Assistant		20.08
01141 - Messenger Courier		11.70
01191 - Order Clerk I		13.42
01192 - Order Clerk II		14.64
01261 - Personnel Assistant		15.95
(Employment) I		10.95
01262 - Personnel Assistant		17.84
(Employment) II		1/.04
01263 - Personnel Assistant		19.88
		19.00
(Employment) III 01270 - Production Control Clerk		27.39
01290 - Rental Clerk		13.06
01300 - Scheduler Maintenance		16.11
01311 - Secretary I		16.11
01312 - Secretary II		18.01
01313 - Secretary III		20.08
01320 - Service Order Dispatcher		15.15
01410 - Supply Technician		22.60
01420 - Survey Worker		15.20
01460 - Switchboard		13.44
Operator/Receptionist		
01531 - Travel Clerk I		14.33
01532 - Travel Clerk II		15.66
01533 - Travel Clerk III		16.88
01611 - Word Processor I		15.53
01612 - Word Processor II		17.44
01613 - Word Processor III		19.50
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		20.50
Fiberglass		
05010 - Automotive	Electrician	19.27
05040 - Automotive Glass Installer		17.40
05070 - Automotive Worker		17.40
05110 - Mobile Equipment Servicer		15.55
05130 - Motor Equipment Metal		19.27
Mechanic		
05160 - Motor Equipment Metal Worker		17.40
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		17.40 19.27

05250 - Motor Vehicle Upholstery	16.51
Worker	1 - 40
05280 - Motor Vehicle Wrecker	17.40
05310 - Painter Automotive	18.34
05340 - Radiator Repair Specialist	17.40
05370 - Tire Repairer	14.37
05400 - Transmission Repair	19.27
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.65
07041 - Cook I	14.67
07042 - Cook II	16.93
07070 - Dishwasher	12.18
07130 - Food Service Worker	13.00
07210 - Meat Cutter	16.73
07260 - Waiter/Waitress	12.72
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.66
09040 - Furniture Handler	16.10
09080 - Furniture Refinisher	25.66
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer Minor	22.45
09130 - Upholsterer	25.66
11000 - General Services And Support	20.00
Occupations	
11030 - Cleaner Vehicles	12.33
11060 - Elevator Operator	14.15
11090 - Gardener	17.39
11122 - Housekeeping Aide	14.15
11150 - Janitor	14.15
11210 - Laborer Grounds Maintenance	13.43
11240 - Maid or Houseman	12.38
11240 - Pruner	12.30
11270 - Tractor Operator	16.05
11330 - Trail Maintenance Worker	13.43
11360 - Window Cleaner	15.19
12000 - Health Occupations	10.19
12010 - Ambulance Driver	17.69
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	21.73
12012 - Certified Occupational	29.81
Therapist Assistant	29.01
12015 - Certified Physical Therapist	25.31
Assistant	2J.JL
12020 - Dental Assistant	19.02
12020 - Dental Assistant 12025 - Dental Hygienist	44.74
12025 - Dental Hygienist 12030 - EKG Technician	32.93
	32.93
12035 - Electroneurodiagnostic	32.93
Technologist	

12040 - Emergency Medical Technician	17.69
12071 - Licensed Practical Nurse I	19.43
12072 - Licensed Practical Nurse II	21.73
12073 - Licensed Practical Nurse III	24.22
12100 - Medical Assistant	16.49
12130 - Medical Laboratory	24.72
Technician	
12160 - Medical Record Clerk	17.52
12190 - Medical Record Technician	19.59
12195 - Medical Transcriptionist	19.43
12210 - Nuclear Medicine	47.75
Technologist	10.00
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.77
12223 - Nursing Assistant III	15.03
12224 - Nursing Assistant IV	16.88
12235 - Optical Dispenser	18.48
12236 - Optical Technician	19.43
12250 - Pharmacy Technician	18.43
12280 - Phlebotomist	17.37
12305 - Radiologic Technologist	31.03
12311 - Registered Nurse I	25.04
12312 - Registered Nurse II	30.63
12313 - Registered Nurse II	30.63
Specialist	
12314 - Registered Nurse III	37.06
12315 - Registered Nurse III	37.06
Anesthetist	
12316 - Registered Nurse IV	44.41
12317 - Scheduler (Drug and Alcohol	26.92
Testing)	
12320 - Substance Abuse Treatment	21.74
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.70
13012 - Exhibits Specialist II	21.53
13013 - Exhibits Specialist III	26.33
13041 - Illustrator I	18.56
13042 - Illustrator II	21.47
13043 - Illustrator III	26.26
13047 - Librarian	22.65
13050 - Library Aide/Clerk	13.71
13054 - Library Information	20.46
Technology Systems	
Administrator	
13058 - Library Technician	17.94
13061 - Media Specialist I	14.76
13062 - Media Specialist II	16.51
13063 - Media Specialist III	18.41

13071 - Photographer I		14.80
13072 - Photographer II		18.32
13073 - Photographer III		20.51
13074 - Photographer IV		25.09
13075 - Photographer V		30.35
13090 - Technical Order Library		17.22
Clerk		
13110 - Video Teleconference		16.98
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.48
14042 - Computer Operator II		19.54
14043 - Computer Operator III		21.78
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.81
14071 - Computer Programmer I	(see 1)	19.95
14072 - Computer Programmer II	(see 1)	24.53
14073 - Computer Programmer III	(see 1)	21.00
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14102 Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	17.48
Operator		1/.40
14160 - Personal Computer Support		24.21
Technician		24.21
14170 - System Support Specialist		26.81
14170 - System Support Specialist 15000 - Instructional Occupations		20.01
15010 - Aircrew Training Devices		30.83
-		30.03
Instructor (Non-Rated)		27 21
15020 - Aircrew Training Devices		37.31
Instructor (Rated)		
15030 - Air Crew Training Devices		44.71
Instructor (Pilot)		
15050 - Computer Based Training		30.83
Specialist / Instructor		
15060 - Educational Technologist		28.82
15070 - Flight Instructor (Pilot)		44.71
15080 - Graphic Artist		21.86
15085 - Maintenance Test Pilot Fixed		44.71
Jet/Prop		
15086 - Maintenance Test Pilot		44.71
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.71
Pilot		
15090 - Technical Instructor		28.86
15095 - Technical Instructor/Course		35.30
Developer		
15110 - Test Proctor		23.31

	00.01
15120 - Tutor	23.31
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 - 1 1
16010 - Assembler	15.11
16030 - Counter Attendant	15.11
16040 - Dry Cleaner	17.89
16070 - Finisher Flatwork Machine	15.11
16090 - Presser Hand	15.11
16110 - Presser Machine Drycleaning	15.11
16130 - Presser Machine Shirts	15.11
16160 - Presser Machine Wearing	15.11
Apparel Laundry	10 (2)
16190 - Sewing Machine Operator	18.63
16220 - Tailor	19.38
16250 - Washer Machine	16.39
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.66
Room)	01 55
19040 - Tool And Die Maker	31.55
21000 - Materials Handling And Packing	
Occupations	1 1 0 5
21020 - Forklift Operator	14.05
21030 - Material Coordinator	27.39
21040 - Material Expediter	27.39
21050 - Material Handling Laborer	13.51
21071 - Order Filler	12.66
21080 - Production Line Worker (Food	14.05
Processing)	4 5 5 4
21110 - Shipping Packer	15.51
21130 - Shipping/Receiving Clerk	15.51
21140 - Store Worker I	14.50
21150 - Stock Clerk	18.19
21210 - Tools And Parts Attendant	14.05
21410 - Warehouse Specialist	14.05
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.83
23019 - Aircraft Logs and Records	21.81
Technician	
23021 - Aircraft Mechanic I	25.49
23022 - Aircraft Mechanic II	26.82
23023 - Aircraft Mechanic III	28.09
23040 - Aircraft Mechanic Helper	19.13
23050 - Aircraft Painter	25.19
23060 - Aircraft Servicer	21.81
23070 - Aircraft Survival Flight	25.19
Equipment Technician	
23080 - Aircraft Worker	23.03

23091 - Aircrew Life Support       23.03         Equipment (ALSE) Mechanic       25.49         Equipment (ALSE) Mechanic       25.49         Equipment (ALSE) Mechanic       25.66         11       23.03         23100 - Appliance Mechanic       25.66         23120 - Bicycle Repairer       20.85         23125 - Cable Splicer       36.85         23130 - Carpenter Maintenance       20.71         23140 - Carpet Layer       24.05         Maintenance I       21.82         23182 - Electronics Technician       25.66         Maintenance II       21.82         23183 - Electronics Technician       27.29         Maintenance III       22.45         23260 - Fabric Worker       22.45         23290 - Fire Alarm System Mechanic       27.29         23310 - Fire Extinguisher Repairer       20.85         23311 - Fuel Distribution System       21.87         Operator       23.49         Mechanic       21.87         23381 - Ground Support Equipment       23.03         Worker       23.03         23381 - Ground Support Equipment       21.87         23391 - Gunsmith I       24.05         23392 - Gunsmith II       24.05 <tr< th=""><th>22001 - Aircrey Life Support</th><th>23.03</th></tr<>	22001 - Aircrey Life Support	23.03
I         25.49           Equipment (ALSE) Mechanic         25.49           Equipment (ALSE) Mechanic         25.66           23110 - Appliance Mechanic         25.68           23125 - Cable Splicer         36.85           23130 - Carpenter Maintenance         20.85           23140 - Carpet Layer         24.05           23160 - Electrician Maintenance         33.08           23181 - Electronics Technician         25.66           Maintenance I         27.29           Maintenance II         23183 - Electronics Technician         27.29           Maintenance II         23183 - Electronics Technician         27.29           Maintenance II         23183 - Electronics Technician         27.29           Maintenance II         23130 - Fire Alarm System Mechanic         27.29           2310 - Fire Extinguisher Repairer         20.85         23311 - Fuel Distribution System         28.63           Mechanic         23.370 - General Maintenance Worker         16.69         23380 - Ground Support Equipment         25.49           Mechanic         23.33         23.39         23.03         23.03         23.03           Vorker         23.30         Ground Support Equipment         23.03         23.03           23382 - Ground Support Equipment <th></th> <th>23.05</th>		23.05
23092 - Aircrew Life Support         25.49           Equipment (ALSE) Mechanic         2110           II         23110 - Appliance Mechanic         25.66           23120 - Bicycle Repairer         20.85           23120 - Caphele Splicer         36.85           23130 - Carpenter Maintenance         20.71           23140 - Carpet Layer         24.05           23161 - Electrician Maintenance         33.08           23181 - Electronics Technician         24.05           Maintenance II         23183 - Electronics Technician         27.29           Maintenance III         23183 - Electronics Technician         27.29           2310 - Fire Alarm System Mechanic         27.29           23310 - Fire Extinguisher Repairer         20.85           23311 - Fuel Distribution System         21.87           Operator         23.03           23380 - Ground Support Equipment         23.03           Worker         23.03           23391 - Gunsmith I         20.85           23391 - Gunsmith II         20.79           Condi		
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23380 - Ground Support Equipment         25.49           Mechanic         21.81           23381 - Ground Support Equipment         21.81           Servicer         23.03           Worker         23.03           Worker         20.85           23392 - Gunsmith I         20.85           23393 - Gunsmith II         24.05           23393 - Gunsmith III         27.29           23410 - Heating Ventilation And Air-         19.78           Conditioning         20.79           Mechanic         20.79           Contidioning         20.79           Mechanic         29.21           23430 - Heavy Equipment Mechanic         29.21           23440 - Heavy Equipment Mechanic         27.29           23465 - Laboratory/Shelter Mechanic         25.58           23460 - Instrument Mechanic         27.29           23465 - Laboratory/Shelter Mechanic         25.66           23470 - Laborer         13.51           23510 - Locksmith         25.66           23530 - Machinery Maintenance         29.35		16.69
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Servicer       23382 - Ground Support Equipment       23.03         Worker       20.85         23391 - Gunsmith I       20.85         23393 - Gunsmith III       24.05         23393 - Gunsmith III       27.29         23410 - Heating Ventilation And Air-       19.78         Conditioning       20.79         Mechanic       20.79         Contidioning       20.79         Mechanic (Research Facility)       29.21         23440 - Heavy Equipment Mechanic       29.21         23460 - Instrument Mechanic       27.29         23465 - Laboratory/Shelter Mechanic       25.66         23470 - Laborer       13.51         23510 - Locksmith       25.66         23530 - Machinery Maintenance       29.35		21 81
23382 - Ground Support Equipment       23.03         Worker       20.85         23391 - Gunsmith II       24.05         23393 - Gunsmith III       27.29         23410 - Heating Ventilation And Air-       19.78         Conditioning       7         Mechanic       20.79         Contidioning       7         Mechanic       20.79         Contidioning       7         Mechanic (Research Facility)       29.21         23430 - Heavy Equipment Mechanic       29.21         23460 - Instrument Mechanic       27.29         23465 - Laboratory/Shelter Mechanic       25.66         23470 - Laborer       13.51         23510 - Locksmith       25.66         23530 - Machinery Maintenance       29.35		21.01
Worker         20.85           23391 - Gunsmith II         24.05           23393 - Gunsmith III         27.29           23410 - Heating Ventilation And Air-         19.78           Conditioning         7           Mechanic         20.79           Contidioning         7           Mechanic         20.79           Contidioning         7           Mechanic         20.79           Contidioning         20.79           Contidioning         20.79           23430 - Heavy Equipment And Air         20.79           23440 - Heavy Equipment Mechanic         29.21           23465 - Laboratory/Shelter Mechanic         25.58           23470 - Laborer         13.51           23510 - Locksmith         25.66           23530 - Machinery Maintenance         29.35		23 03
23391 - Gunsmith I       20.85         23392 - Gunsmith II       24.05         23393 - Gunsmith III       27.29         23410 - Heating Ventilation And Air-       19.78         Conditioning       19.78         Mechanic       20.79         Contidioning       20.79         Contidioning       20.79         Contidioning       20.79         Contidioning       20.79         Mechanic (Research Facility)       29.21         23430 - Heavy Equipment Mechanic       29.21         23460 - Instrument Mechanic       27.29         23465 - Laboratory/Shelter Mechanic       25.66         23470 - Laborer       13.51         23510 - Locksmith       25.66         23530 - Machinery Maintenance       29.35         Mechanic       29.35		23.03
23392 - Gunsmith II       24.05         23393 - Gunsmith III       27.29         23410 - Heating Ventilation And Air-       19.78         Conditioning       7         Mechanic       20.79         Contidioning       20.79         Mechanic (Research Facility)       29.21         23430 - Heavy Equipment Mechanic       29.21         23440 - Heavy Equipment Operator       25.58         23465 - Laboratory/Shelter Mechanic       27.29         23470 - Laborer       13.51         23510 - Locksmith       25.66         23530 - Machinery Maintenance       29.35         Mechanic       29.35		20.85
23393 - Gunsmith III27.2923410 - Heating Ventilation And Air-19.78Conditioning19.78Mechanic20.79Contidioning20.79Mechanic (Research Facility)23430 - Heavy Equipment Mechanic23440 - Heavy Equipment Operator25.5823460 - Instrument Mechanic27.2923465 - Laboratory/Shelter Mechanic25.6623470 - Laborer13.5123510 - Locksmith25.6623530 - Machinery Maintenance29.35Mechanic29.35		
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23440 - Heavy Equipment Operator       25.58         23460 - Instrument Mechanic       27.29         23465 - Laboratory/Shelter Mechanic       25.66         23470 - Laborer       13.51         23510 - Locksmith       25.66         23530 - Machinery Maintenance       29.35         Mechanic       29.35	-	00.01
23460 - Instrument Mechanic       27.29         23465 - Laboratory/Shelter Mechanic       25.66         23470 - Laborer       13.51         23510 - Locksmith       25.66         23530 - Machinery Maintenance       29.35         Mechanic       29.35		
23465 - Laboratory/Shelter Mechanic       25.66         23470 - Laborer       13.51         23510 - Locksmith       25.66         23530 - Machinery Maintenance       29.35         Mechanic       29.35		
23470 - Laborer       13.51         23510 - Locksmith       25.66         23530 - Machinery Maintenance       29.35         Mechanic       29.35		
23510 - Locksmith 25.66 23530 - Machinery Maintenance 29.35 Mechanic	_	
23530 - Machinery Maintenance 29.35 Mechanic		
Mechanic		
	-	29.35
<b>23550 - Machinist Maintenance</b> 25.37		
	23550 - Machinist Maintenance	25.37

23580 - Maintenance Trades Helper	18.41
23591 - Metrology Technician I	27.29
23592 - Metrology Technician II	28.69
23593 - Metrology Technician III	30.17
23640 - Millwright	27.29
23710 - Office Appliance Repairer	25.66
23760 - Painter Maintenance	20.75
23790 - Pipefitter Maintenance	24.18
23810 - Plumber Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	27.29
23850 - Rigger	27.29
23870 - Scale Mechanic	24.05
23890 - Sheet-Metal Worker	22.35
Maintenance	
23910 - Small Engine Mechanic	24.05
23931 - Telecommunications Mechanic	33.54
I	
23932 - Telecommunications Mechanic	35.26
II	
23950 - Telephone Lineman	27.13
23960 - Welder Combination	29.48
Maintenance	
23965 - Well Driller	24.55
23970 - Woodcraft Worker	27.29
23980 - Woodworker	20.85
24000 - Personal Needs Occupations	
24550 - Case Manager	15.79
24570 - Child Care Attendant	12.23
24580 - Child Care Center Clerk	15.24
24610 - Chore Aide	12.55
24620 - Family Readiness And Support	15.79
Services	
Coordinator	
24630 - Homemaker	15.79
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.29
25040 - Sewage Plant Operator	21.83
25070 - Stationary Engineer	27.29
25190 - Ventilation Equipment Tender	19.23
25210 - Water Treatment Plant	21.83
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.93
27007 - Baggage Inspector	16.00
27008 - Corrections Officer	20.11
27010 - Court Security Officer	22.42
27030 - Detection Dog Handler	17.89
27040 - Detention Officer	20.11
27070 - Firefighter	20.11

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27101 - Guard I			16.00
27102 - Guard II			17.89
27131 - Police Officer I			24.73
27132 - Police Officer II			29.60
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.94
28042 - Carnival Equipment Repairer			17.28
28043 - Carnival Worker			12.43
28210 - Gate Attendant/Gate Tender			16.94
28310 - Lifeguard			13.72
28350 - Park Attendant (Aide)			18.95
28510 - Recreation Aide/Health			14.39
Facility Attendant			
28515 - Recreation Specialist			22.88
28630 - Sports Official			15.09
28690 - Swimming Pool Operator			19.93
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			26.73
29020 - Hatch Tender			26.73
29030 - Line Handler			26.73
29041 - Stevedore I			24.94
29042 - Stevedore II			28.48
30000 - Technical Occupations			20.10
30010 - Air Traffic Control	(see	2)	40.72
Specialist Center (HFO)	(366	2)	10.72
30011 - Air Traffic Control	(see	2)	28.08
Specialist Station (HFO)	(566	2)	20.00
30012 - Air Traffic Control			30.92
Specialist Terminal (HFO) (see 2)			50.92
30021 - Archeological Technician I			17.95
30022 - Archeological Technician II			20.08
-			24.88
30023 - Archeological Technician III			24.88
30030 - Cartographic Technician			
30040 - Civil Engineering Technician			25.89
30051 - Cryogenic Technician I			27.55
30052 - Cryogenic Technician II			30.42
30061 - Drafter/CAD Operator I			17.95
30062 - Drafter/CAD Operator II			20.08
30063 - Drafter/CAD Operator III			22.38
30064 - Drafter/CAD Operator IV			27.55
30081 - Engineering Technician I			15.98
30082 - Engineering Technician II			17.95
30083 - Engineering Technician III			20.08
30084 - Engineering Technician IV			24.88
30085 - Engineering Technician V			30.42
30086 - Engineering Technician VI			36.81
30090 - Environmental Technician			24.88
30095 - Evidence Control Specialist			24.88
30210 - Laboratory Technician			28.31

5 1	27.55
Technician I	
5 1	30.42
Technician II	
	24.88
	21.49
30362 - Paralegal/Legal Assistant II	26.65
30363 - Paralegal/Legal Assistant	31.34
III	
30364 - Paralegal/Legal Assistant IV	37.93
30375 - Petroleum Supply Specialist	30.42
30390 - Photo-Optics Technician	24.88
30395 - Radiation Control Technician	30.42
30461 - Technical Writer I	24.88
30462 - Technical Writer II	30.42
30463 - Technical Writer III	36.81
30491 - Unexploded Ordnance (UXO)	25.88
Technician I	
30492 - Unexploded Ordnance (UXO)	31.31
Technician II	
30493 - Unexploded Ordnance (UXO)	37.53
Technician III	
	25.88
Escort	
	25.88
Personnel	20.00
	27.55
	33.51
	22.38
Upper Air Or	22.50
Surface Programs	
-	24.88
31000 - Transportation/Mobile	24.00
Equipment Operation Occupations	
	31.31
-	
	13.84
	19.47
	18.01
2	14.04
	18.39
	14.36
2	19.52
	21.02
-	21.40
	21.40
99000 - Miscellaneous Occupations	
	15.26
	12.64
	10 00
	12.80 25.88

99130 - Flight Follower	25.88
99251 - Laboratory Animal Caretaker	16.01
I	
99252 - Laboratory Animal Caretaker	17.35
II	
99260 - Marketing Analyst	27.59
99310 - Mortician	25.88
99410 - Pest Controller	22.12
99510 - Photofinishing Worker	13.60
99710 - Recycling Laborer	18.51
99711 - Recycling Specialist	22.32
99730 - Refuse Collector	16.95
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	13.48
99830 - Survey Party Chief	38.75
99831 - Surveying Aide	21.92
99832 - Surveying Technician	27.21
99840 - Vending Machine Attendant	19.91
99841 - Vending Machine Repairer	24.89
99842 - Vending Machine Repairer	19.91
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre>            Wage Determination No.: 2015-5483   Revision No.: 16   Date Of Last Revision: 12/27/2021                                      </pre>

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: Utah

Area: Utah Counties of Box Elder Davis Morgan Weber

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.20
01020 - Administrative Assistant		26.32
01035 - Court Reporter		19.50
01041 - Customer Service		12.61
Representative I		
01042 - Customer Service		13.76
Representative II		

01043 - Customer Service Representative III		15.45
01051 - Data Entry Operator I		14.23
01052 - Data Entry Operator II		15.52
01060 - Dispatcher Motor Vehicle		20.33
01070 - Document Preparation Clerk		15.64
01090 - Duplicating Machine Operator		15.64
01111 - General Clerk I		13.70
01112 - General Clerk II		14.95
01113 - General Clerk III		16.78
01120 - Housing Referral Assistant		20.08
01141 - Messenger Courier		14.32
01191 - Order Clerk I		14.91
01192 - Order Clerk II		16.26
01261 - Personnel Assistant		17.89
(Employment) I		
01262 - Personnel Assistant		20.02
(Employment) II		
01263 - Personnel Assistant		22.31
(Employment) III		
01270 - Production Control Clerk		25.27
01290 - Rental Clerk		13.90
01300 - Scheduler Maintenance		16.10
01311 - Secretary I		16.10
01312 - Secretary II		18.02
01313 - Secretary III		20.08
01320 - Service Order Dispatcher		18.10
01410 - Supply Technician		26.32
01420 - Survey Worker		
OI420 - SUIVEY WOLKEL		13.90
01420 - Suivey Worker 01460 - Switchboard		13.90 13.24
-		
01460 - Switchboard		
01460 - Switchboard Operator/Receptionist		13.24
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		13.24 13.53
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		13.24 13.53 14.36
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		13.24 13.53 14.36 15.05
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		13.24 13.53 14.36 15.05 14.34
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		13.24 13.53 14.36 15.05 14.34 16.10
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		13.24 13.53 14.36 15.05 14.34 16.10
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		13.24 13.53 14.36 15.05 14.34 16.10 18.02
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	Electrician	13.24 13.53 14.36 15.05 14.34 16.10 18.02 20.97
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	13.24 13.53 14.36 15.05 14.34 16.10 18.02 20.97
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	13.24 13.53 14.36 15.05 14.34 16.10 18.02 20.97 21.54
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	13.24 13.53 14.36 15.05 14.34 16.10 18.02 20.97 21.54 20.18
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	13.24 13.53 14.36 15.05 14.34 16.10 18.02 20.97 21.54 20.18 20.18
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	13.24 13.53 14.36 15.05 14.34 16.10 18.02 20.97 21.54 20.18 20.18 17.42
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	13.24 13.53 14.36 15.05 14.34 16.10 18.02 20.97 21.54 20.18 20.18 17.42
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	13.24 13.53 14.36 15.05 14.34 16.10 18.02 20.97 21.54 20.18 20.18 17.42 22.92
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	13.24 13.53 14.36 15.05 14.34 16.10 18.02 20.97 21.54 20.18 20.18 17.42 22.92 20.18

05250 - Motor Vehicle Upholstery	18.79
Worker	
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter Automotive	21.54
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	14.14
05400 - Transmission Repair	22.92
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.71
07041 - Cook I	14.29
07042 - Cook II	16.55
07070 - Dishwasher	9.52
07130 - Food Service Worker	12.19
07210 - Meat Cutter	17.02
07260 - Waiter/Waitress	11.21
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.57
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	17.57
09090 - Furniture Refinisher Helper	13.08
09110 - Furniture Repairer Minor	15.32
09130 - Upholsterer	17.57
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.38
11060 - Elevator Operator	12.24
11090 - Gardener	19.25
11122 - Housekeeping Aide	12.24
11150 - Janitor	12.24
11210 - Laborer Grounds Maintenance	14.69
11240 - Maid or Houseman	11.75
11260 - Pruner	13.12
11270 - Tractor Operator	17.73
11330 - Trail Maintenance Worker	14.69
11360 - Window Cleaner	13.70
12000 - Health Occupations	
12010 - Ambulance Driver	17.94
12011 - Breath Alcohol Technician	20.18
12012 - Certified Occupational	29.82
Therapist Assistant	
12015 - Certified Physical Therapist	25.64
Assistant	
12020 - Dental Assistant	15.25
12025 - Dental Hygienist	35.36
12030 - EKG Technician	31.59
12035 - Electroneurodiagnostic	31.59
Technologist	
-	

12040 - Emergency Medical Technician	17.94
12071 - Licensed Practical Nurse I	19.16
12072 - Licensed Practical Nurse II	21.44
12073 - Licensed Practical Nurse III	23.89
12100 - Medical Assistant	17.24
12130 - Medical Laboratory	21.08
Technician	
12160 - Medical Record Clerk	19.23
12190 - Medical Record Technician	21.52
12195 - Medical Transcriptionist	18.19
12210 - Nuclear Medicine	46.82
Technologist	11 60
12221 - Nursing Assistant I	11.68
12222 - Nursing Assistant II	13.13
12223 - Nursing Assistant III	14.32
12224 - Nursing Assistant IV	16.08
12235 - Optical Dispenser	15.17
12236 - Optical Technician	18.63
12250 - Pharmacy Technician	18.23
12280 - Phlebotomist	15.37
12305 - Radiologic Technologist	28.02
12311 - Registered Nurse I	23.67
12312 - Registered Nurse II	28.95
12313 - Registered Nurse II	28.95
Specialist	0 - 0 0
12314 - Registered Nurse III	35.03
12315 - Registered Nurse III	35.03
Anesthetist	4.1 0.0
12316 - Registered Nurse IV	41.99
12317 - Scheduler (Drug and Alcohol	26.07
Testing)	
12320 - Substance Abuse Treatment	26.63
Counselor	
13000 - Information And Arts	
Occupations	1 ( 10
13011 - Exhibits Specialist I	16.49
13012 - Exhibits Specialist II	20.44
13013 - Exhibits Specialist III	25.00
13041 - Illustrator I 12042 - Illustrator II	19.03
13042 - Illustrator II	23.57
13043 - Illustrator III 12047 - Libustian	28.84
13047 - Librarian	22.73
13050 - Library Aide/Clerk	12.62
13054 - Library Information	20.53
Technology Systems	
Administrator	1 ( 0 )
13058 - Library Technician	16.84
13061 - Media Specialist I	14.81
13062 - Media Specialist II	16.57
13063 - Media Specialist III	18.48

13071 - Photographer I		16.29
13072 - Photographer II		18.23
13073 - Photographer III		22.58
13074 - Photographer IV		27.62
13075 - Photographer V		33.42
13090 - Technical Order Library		15.86
Clerk		
13110 - Video Teleconference		19.77
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.64
14042 - Computer Operator II		18.62
14043 - Computer Operator III		21.95
14044 - Computer Operator IV		23.93
14045 - Computer Operator V		26.51
14071 - Computer Programmer I	(see 1)	23.80
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	(/	16.64
Operator		
14160 - Personal Computer Support		23.93
Technician		
14170 - System Support Specialist		30.15
15000 - Instructional Occupations		00.10
15010 - Aircrew Training Devices		31.89
Instructor (Non-Rated)		01.00
15020 - Aircrew Training Devices		38.58
Instructor (Rated)		00.00
15030 - Air Crew Training Devices		42.72
Instructor (Pilot)		12.72
15050 - Computer Based Training		31.89
Specialist / Instructor		01.00
15060 - Educational Technologist		35.86
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		25.16
15085 - Maintenance Test Pilot Fixed		40.00
Jet/Prop		
15086 - Maintenance Test Pilot		40.00
Rotary Wing		10.00
15088 - Non-Maintenance Test/Co-		40.00
Pilot		10.00
15090 - Technical Instructor		18.64
15095 - Technical Instructor/Course		22.82
Developer		22.02
15110 - Test Proctor		15.04
ISIIV IEST FIUGUUI		10.04

15120 - Tutor	15.04
16000 - Laundry Dry-Cleaning Pressing	13.04
And Related Occupations	
16010 - Assembler	10.30
16030 - Counter Attendant	10.30
16040 - Dry Cleaner	13.70
16070 - Finisher Flatwork Machine	10.30
16090 - Presser Hand	10.30
16110 - Presser Machine Drycleaning	10.30
16130 - Presser Machine Shirts	10.30
16160 - Presser Machine Wearing	10.30
Apparel Laundry	
16190 - Sewing Machine Operator	14.70
16220 - Tailor	15.57
16250 - Washer Machine	11.50
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.44
Room)	
19040 - Tool And Die Maker	31.66
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.10
21030 - Material Coordinator	25.27
21040 - Material Expediter	25.27
21050 - Material Handling Laborer	15.87
21071 - Order Filler	15.05
21080 - Production Line Worker (Food	17.10
Processing)	
21110 - Shipping Packer	16.78
21130 - Shipping/Receiving Clerk	16.78
21140 - Store Worker I	12.86
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	17.10
21410 - Warehouse Specialist	17.10
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.84
23019 - Aircraft Logs and Records	23.85
Technician	
23021 - Aircraft Mechanic I	29.10
23022 - Aircraft Mechanic II	30.84
23023 - Aircraft Mechanic III	32.37
23040 - Aircraft Mechanic Helper	20.36
23050 - Aircraft Painter	27.35
23060 - Aircraft Servicer	23.85
23070 - Aircraft Survival Flight	27.35
Equipment Technician	
23080 - Aircraft Worker	25.62

23091 - Aircrew Life Support	25.62
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.10
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	19.96
23120 - Bicycle Repairer	19.91
23125 - Cable Splicer	41.84
23130 - Carpenter Maintenance	20.72
23140 - Carpet Layer	21.65
23160 - Electrician Maintenance	25.32
23181 - Electronics Technician	27.16
Maintenance I	
23182 - Electronics Technician	28.99
Maintenance II	
23183 - Electronics Technician	30.84
Maintenance III	
23260 - Fabric Worker	21.48
23290 - Fire Alarm System Mechanic	27.12
23310 - Fire Extinguisher Repairer	19.91
23311 - Fuel Distribution System	29.19
Mechanic	
23312 - Fuel Distribution System	22.31
Operator	
23370 - General Maintenance Worker	21.16
23380 - Ground Support Equipment	29.10
Mechanic	23.10
23381 - Ground Support Equipment	23.85
Servicer	20.00
23382 - Ground Support Equipment	25.62
Worker	20.02
23391 - Gunsmith I	19.91
23392 - Gunsmith II	23.07
23393 - Gunsmith III	26.20
23410 - Heating Ventilation And Air-	22.57
Conditioning	22.01
Mechanic	
23411 - Heating Ventilation And Air	23.92
Contidioning	23.72
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.77
23440 - Heavy Equipment Operator	23.56
23460 - Instrument Mechanic	27.78
23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic	27.78
23465 - Laboratory/Shelter Mechanic 23470 - Laborer	15.87
23510 - Locksmith	24.40
	24.40
23530 - Machinery Maintenance	20.10
Mechanic	27 (0
23550 - Machinist Maintenance	27.68

23580 - Maintenance Trades Helper	13.49
23591 - Metrology Technician I	27.78
23592 - Metrology Technician II	29.44
23593 - Metrology Technician III	30.90
23640 - Millwright	25.96
23710 - Office Appliance Repairer	21.82
23760 - Painter Maintenance	22.06
23790 - Pipefitter Maintenance	27.87
23810 - Plumber Maintenance	26.19
23820 - Pneudraulic Systems Mechanic	26.20
23850 - Rigger	25.28
23870 - Scale Mechanic	23.00
23890 - Sheet-Metal Worker	27.06
Maintenance	1 - 0 0
23910 - Small Engine Mechanic	17.83
23931 - Telecommunications Mechanic	29.81
I	21 60
23932 - Telecommunications Mechanic	31.60
II	
23950 - Telephone Lineman	25.96
23960 - Welder Combination	21.01
Maintenance	
23965 - Well Driller	26.20
23970 - Woodcraft Worker	26.20
23980 - Woodworker	19.91
24000 - Personal Needs Occupations	
24550 - Case Manager	15.15
24570 - Child Care Attendant	9.97
24580 - Child Care Center Clerk 24610 - Chore Aide	12.45
	13.35
24620 - Family Readiness And Support	15.15
Services Coordinator	
24630 - Homemaker	15.15
	10.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.66
25010 - Boller Tender 25040 - Sewage Plant Operator	20.00
25040 - Stationary Engineer	28.66
25190 - Ventilation Equipment Tender	20.60
25210 - Water Treatment Plant	23.19
Operator	23.19
27000 - Protective Service Occupations	
27000 Flotective Service Occupations	21.03
27004 - Alaim Monitor 27007 - Baggage Inspector	16.60
27008 - Corrections Officer	25.04
27010 - Court Security Officer	21.65
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	25.04
27070 - Firefighter	18.25
ZIVIV - FILELIGHUEL	10.20

27101 - Guard I			16.60
27102 - Guard II			18.83
27131 - Police Officer I			22.95
27132 - Police Officer II			25.50
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.65
28042 - Carnival Equipment Repairer			13.74
28043 - Carnival Worker			9.39
28210 - Gate Attendant/Gate Tender			14.59
28310 - Lifeguard			11.17
28350 - Park Attendant (Aide)			16.32
28510 - Recreation Aide/Health			11.91
Facility Attendant			
28515 - Recreation Specialist			16.29
28630 - Sports Official			13.00
28690 - Swimming Pool Operator			15.91
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			24.92
29020 - Hatch Tender			24.92
29030 - Line Handler			24.92
29041 - Stevedore I			23.20
29042 - Stevedore II			26.60
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	<b>v</b>	,	
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			17.36
30022 - Archeological Technician II			18.97
30023 - Archeological Technician III			23.49
30030 - Cartographic Technician			23.49
30040 - Civil Engineering Technician			25.16
30051 - Cryogenic Technician I			26.02
30052 - Cryogenic Technician II			28.74
30061 - Drafter/CAD Operator I			17.36
30062 - Drafter/CAD Operator II			18.97
30063 - Drafter/CAD Operator III			21.11
30064 - Drafter/CAD Operator IV			26.02
30081 - Engineering Technician I			14.79
30082 - Engineering Technician II			16.50
30083 - Engineering Technician III			18.47
30084 - Engineering Technician IV			22.87
30085 - Engineering Technician V			27.98
30086 - Engineering Technician VI			36.12
30090 - Environmental Technician			23.90
30095 - Evidence Control Specialist			23.49
30210 - Laboratory Technician			26.03
JULIN HADOLATOLY TECHNICIAN			20.00

30221 - Latent Fingerprint			25.53
Technician I			
30222 - Latent Fingerprint			28.20
Technician II			
30240 - Mathematical Technician			23.06
30361 - Paralegal/Legal Assistant I			20.07
30362 - Paralegal/Legal Assistant II			24.86
30363 - Paralegal/Legal Assistant			30.41
III			
30364 - Paralegal/Legal Assistant IV			36.79
30375 - Petroleum Supply Specialist			28.73
30390 - Photo-Optics Technician			23.49
30395 - Radiation Control Technician			28.74
30461 - Technical Writer I			22.17
30462 - Technical Writer II			27.12
30463 - Technical Writer III			32.82
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			26.02
30502 - Weather Forecaster II			31.64
30620 - Weather Observer Combined	(see	2)	21.15
Upper Air Or	<b>v</b>	,	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	23.49
31000 - Transportation/Mobile	(500	2)	23.13
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			
			13.27
31030 - Bus Driver			18.83
31043 - Driver Courier			15.81
31260 - Parking and Lot Attendant			12.33
31290 - Shuttle Bus Driver			16.09
31310 - Taxi Driver			12.96
31361 - Truckdriver Light			17.15
31362 - Truckdriver Medium			18.59
31363 - Truckdriver Heavy			22.15
31364 - Truckdriver Tractor-Trailer			22.15
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.63
99050 - Desk Clerk			11.95
99095 - Embalmer			33.91

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.60
I	
99252 - Laboratory Animal Caretaker	13.67
II	
99260 - Marketing Analyst	25.11
99310 - Mortician	33.91
99410 - Pest Controller	16.96
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.10
99711 - Recycling Specialist	25.57
99730 - Refuse Collector	18.87
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.36
99830 - Survey Party Chief	22.54
99831 - Surveying Aide	16.06
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	15.14
99841 - Vending Machine Repairer	18.30
99842 - Vending Machine Repairer	15.14
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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5485 Revision No.: 16 Date Of Last Revision: 12/27/2021

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

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

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

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

State: Utah

Area: Utah Counties of Juab Utah

\*\*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		16.38
01013 - Accounting Clerk III		18.33
01020 - Administrative Assistant		27.92
01035 - Court Reporter		21.45
01041 - Customer Service		12.66
Representative I		
01042 - Customer Service		14.23
Representative II		

01043 - Customer Service Representative III		15.53
01051 - Data Entry Operator I		12.82
01052 - Data Entry Operator II		13.99
01060 - Dispatcher Motor Vehicle		22.12
01070 - Document Preparation Clerk		15.02
01090 - Duplicating Machine Operator		15.02
01111 - General Clerk I		13.05
01112 - General Clerk II		14.23
01113 - General Clerk III		15.98
01120 - Housing Referral Assistant		21.05
01141 - Messenger Courier		13.31
01191 - Order Clerk I		13.81
01192 - Order Clerk II		15.07
01261 - Personnel Assistant		16.50
(Employment) I		20100
01262 - Personnel Assistant		18.47
(Employment) II		
01263 - Personnel Assistant		20.59
(Employment) III		
01270 - Production Control Clerk		20.40
01290 - Rental Clerk		15.05
01300 - Scheduler Maintenance		16.87
01311 - Secretary I		16.87
01312 - Secretary II		18.88
01313 - Secretary III		21.04
01320 - Service Order Dispatcher		19.77
01410 - Supply Technician		27.92
01420 - Survey Worker		16.71
01460 - Switchboard		13.34
Operator/Receptionist		
01531 - Travel Clerk I		14.99
01532 - Travel Clerk II		15.92
01533 - Travel Clerk III		16.68
01611 - Word Processor I		15.03
01612 - Word Processor II		16.87
01613 - Word Processor III		18.88
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.24
Fiberglass		
05010 - Automotive	Electrician	20.93
05040 - Automotive Glass Installer		19.61
05070 - Automotive Worker		19.61
05110 - Mobile Equipment Servicer		16.93
05130 - Motor Equipment Metal		22.28
Mechanic		
05160 - Motor Equipment Metal Worker		19.61
05190 - Motor Vehicle Mechanic		
		22.28
05220 - Motor Vehicle Mechanic		22.28 15.59

Worker	18.26
05280 - Motor Vehicle Wrecker	
	10 (1
05310 - Painter Automotive	19.61
	20.93
	19.61
1	16.31
05400 - Transmission Repair	22.28
Specialist	
07000 - Food Preparation And Service	
Occupations	
	14.64
	13.49
	15.63
	10.85
	12.41
	15.60
	11.41
09000 - Furniture Maintenance And	
Repair Occupations	
	18.01
	12.27
	17.05
09090 - Furniture Refinisher Helper	12.86
	14.77
	17.05
11000 - General Services And Support	
Occupations	
	10.96
11060 - Elevator Operator	
	11.26
11090 - Gardener	20.67
11090 - Gardener 11122 - Housekeeping Aide	20.67 10.99
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor	20.67 10.99 10.99
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	20.67 10.99 10.99 15.71
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	20.67 10.99 10.99 15.71 12.00
11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	20.67 10.99 10.99 15.71 12.00 14.05
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04
<pre>11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04 15.71
<pre>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</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04
<pre>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</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04 15.71 12.25
<pre>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</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04 15.71 12.25
<pre>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</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04 15.71 12.25 16.14 20.22
<pre>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</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04 15.71 12.25
<pre>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</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04 15.71 12.25 16.14 20.22 28.96
<pre>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</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04 15.71 12.25 16.14 20.22
<pre>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</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04 15.71 12.25 16.14 20.22 28.96 26.36
<pre>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</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04 15.71 12.25 16.14 20.22 28.96 26.36 15.39
<pre>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</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04 15.71 12.25 16.14 20.22 28.96 26.36 15.39 36.09
<pre>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</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04 15.71 12.25 16.14 20.22 28.96 26.36 15.39 36.09 32.73
<pre>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</pre>	20.67 10.99 10.99 15.71 12.00 14.05 19.04 15.71 12.25 16.14 20.22 28.96 26.36 15.39 36.09

	1 ( 1 4
12040 - Emergency Medical Technician	16.14
12071 - Licensed Practical Nurse I	18.07
12072 - Licensed Practical Nurse II	20.22
12073 - Licensed Practical Nurse III	22.55
12100 - Medical Assistant	15.85
12130 - Medical Laboratory	23.52
Technician	
12160 - Medical Record Clerk	16.23
12190 - Medical Record Technician	18.16
12195 - Medical Transcriptionist	16.19
12210 - Nuclear Medicine	44.44
Technologist	11 40
12221 - Nursing Assistant I	11.47
12222 - Nursing Assistant II	12.89
12223 - Nursing Assistant III	14.07
12224 - Nursing Assistant IV	15.80
12235 - Optical Dispenser	15.49
12236 - Optical Technician	18.07
12250 - Pharmacy Technician	17.95
12280 - Phlebotomist	15.12
12305 - Radiologic Technologist	28.58
12311 - Registered Nurse I	24.96
12312 - Registered Nurse II	30.54
12313 - Registered Nurse II	30.54
Specialist	
12314 - Registered Nurse III	36.95
12315 - Registered Nurse III	36.95
Anesthetist	
12316 - Registered Nurse IV	44.29
12317 - Scheduler (Drug and Alcohol	25.05
Testing)	
12320 - Substance Abuse Treatment	25.12
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.66
13012 - Exhibits Specialist II	20.64
13013 - Exhibits Specialist III	25.24
13041 - Illustrator I	18.72
13042 - Illustrator II	23.20
13043 - Illustrator III	28.30
13047 - Librarian	22.86
13050 - Library Aide/Clerk	10.90
13054 - Library Information	20.73
Technology Systems	
Administrator	
13058 - Library Technician	14.51
13061 - Media Specialist I	14.89
13062 - Media Specialist II	16.67
13063 - Media Specialist III	18.58

13071 - Photographer I		15.82
13072 - Photographer II		17.71
13073 - Photographer III		21.93
13074 - Photographer IV		26.82
13075 - Photographer V		32.46
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		19.91
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.70
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		23.16
14045 - Computer Operator V		25.65
14071 - Computer Programmer I	(see 1)	24.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(366 1)	16.70
Operator		10.70
14160 - Personal Computer Support		23.16
Technician		23.10
14170 - System Support Specialist 15000 - Instructional Occupations		26.64
		31.89
15010 - Aircrew Training Devices		51.09
Instructor (Non-Rated)		20 50
15020 - Aircrew Training Devices		38.58
Instructor (Rated)		4 4 1 0
15030 - Air Crew Training Devices		44.19
Instructor (Pilot)		01 00
15050 - Computer Based Training		31.89
Specialist / Instructor		
15060 - Educational Technologist		24.47
15070 - Flight Instructor (Pilot)		44.19
15080 - Graphic Artist		22.32
15085 - Maintenance Test Pilot Fixed		41.86
Jet/Prop		
15086 - Maintenance Test Pilot		41.86
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.86
Pilot		
15090 - Technical Instructor		20.75
15095 - Technical Instructor/Course		25.39
Developer		
15110 - Test Proctor		16.76

15120 - Tutor	16.76
16000 - Laundry Dry-Cleaning Pressing	10.70
And Related Occupations	
16010 - Assembler	10.30
16030 - Counter Attendant	10.30
16040 - Dry Cleaner	13.70
16070 - Finisher Flatwork Machine	10.30
16090 - Presser Hand	10.30
16110 - Presser Machine Drycleaning	10.30
16130 - Presser Machine Shirts	10.30
16160 - Presser Machine Wearing	10.30
Apparel Laundry	10.00
16190 - Sewing Machine Operator	14.70
16220 - Tailor	15.57
16250 - Washer Machine	11.50
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.84
Room)	
19040 - Tool And Die Maker	27.18
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.75
21030 - Material Coordinator	20.40
21040 - Material Expediter	20.40
21050 - Material Handling Laborer	14.11
21071 - Order Filler	14.06
21080 - Production Line Worker (Food	17.75
Processing)	
21110 - Shipping Packer	15.05
21130 - Shipping/Receiving Clerk	15.05
21140 - Store Worker I	12.86
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	17.75
21410 - Warehouse Specialist	17.75
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.04
23019 - Aircraft Logs and Records	22.46
Technician	
23021 - Aircraft Mechanic I	27.40
23022 - Aircraft Mechanic II	29.04
23023 - Aircraft Mechanic III	30.48
23040 - Aircraft Mechanic Helper	19.17
23050 - Aircraft Painter	25.75
23060 - Aircraft Servicer	22.46
23070 - Aircraft Survival Flight	25.75
Equipment Technician	04 10
23080 - Aircraft Worker	24.13

23091 - Aircrew Life Support	24.13
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.40
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.68
23120 - Bicycle Repairer	18.17
23125 - Cable Splicer	38.04
23130 - Carpenter Maintenance	20.50
23140 - Carpet Layer	22.51
23160 - Electrician Maintenance	27.10
23181 - Electronics Technician	26.18
Maintenance I	
23182 - Electronics Technician	28.68
Maintenance II	
23183 - Electronics Technician	30.50
Maintenance III	
23260 - Fabric Worker	20.41
23290 - Fire Alarm System Mechanic	23.62
23310 - Fire Extinguisher Repairer	18.92
23311 - Fuel Distribution System	26.97
Mechanic	20.97
23312 - Fuel Distribution System	20.50
Operator	20.00
23370 - General Maintenance Worker	17.63
23380 - Ground Support Equipment	27.40
Mechanic	27.40
23381 - Ground Support Equipment	22.46
Servicer	22.40
23382 - Ground Support Equipment	24.13
Worker	24.13
23391 - Gunsmith I	18.92
23392 - Gunsmith II	21.91
23392 - Gunsmith III	21.91
23410 - Heating Ventilation And Air-	23.28
Conditioning Mechanic	
	24 60
23411 - Heating Ventilation And Air	24.68
Contidioning	
Mechanic (Research Facility)	05 10
23430 - Heavy Equipment Mechanic	25.19
23440 - Heavy Equipment Operator	22.01
23460 - Instrument Mechanic	24.89
23465 - Laboratory/Shelter Mechanic	23.39
23470 - Laborer	14.11
23510 - Locksmith	23.39
23530 - Machinery Maintenance	26.41
Mechanic	
23550 - Machinist Maintenance	25.76

23580 - Maintenance Trades Helper	
—	14.98
23591 - Metrology Technician I	24.89
23592 - Metrology Technician II	26.38
23593 - Metrology Technician III	27.69
23640 - Millwright	24.89
23710 - Office Appliance Repairer	18.51
23760 - Painter Maintenance	18.54
23790 - Pipefitter Maintenance	28.25
23810 - Plumber Maintenance	26.55
23820 - Pneudraulic Systems Mechanic	24.89
23850 - Rigger	24.89
23870 - Scale Mechanic	21.91
23890 - Sheet-Metal Worker	29.17
Maintenance	0.1 0.1
23910 - Small Engine Mechanic	21.91
23931 - Telecommunications Mechanic	30.57
I	0.0
23932 - Telecommunications Mechanic	32.40
II	00.01
23950 - Telephone Lineman	23.21
23960 - Welder Combination	19.33
Maintenance	00 55
23965 - Well Driller	22.57
23970 - Woodcraft Worker	24.89
23980 - Woodworker	18.92
24000 - Personal Needs Occupations	10.00
24550 - Case Manager	13.60
24570 - Child Care Attendant	9.97
24580 - Child Care Center Clerk	12.45
24610 - Chore Aide	12.37
24620 - Family Readiness And Support	13.60
Services	
Services Coordinator	10 50
Services Coordinator 24630 - Homemaker	13.78
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations	13.78
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations	
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender	25.82
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	25.82 21.42
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	25.82 21.42 25.82
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	25.82 21.42 25.82 17.42
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	25.82 21.42 25.82
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	25.82 21.42 25.82 17.42
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	25.82 21.42 25.82 17.42 21.42
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	25.82 21.42 25.82 17.42 21.42 18.61
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	25.82 21.42 25.82 17.42 21.42 18.61 16.07
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	25.82 21.42 25.82 17.42 21.42 18.61 16.07 21.64
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	25.82 21.42 25.82 17.42 21.42 18.61 16.07 21.64 19.30
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	25.82 21.42 25.82 17.42 21.42 18.61 16.07 21.64 19.30 18.83
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	25.82 21.42 25.82 17.42 21.42 18.61 16.07 21.64 19.30

27101 - Guard I			16.07
27102 - Guard II			18.83
27131 - Police Officer I			23.38
27132 - Police Officer II			25.97
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.73
28042 - Carnival Equipment Repairer			13.82
28043 - Carnival Worker			9.42
28210 - Gate Attendant/Gate Tender			14.59
28310 - Lifequard			11.17
28350 - Park Attendant (Aide)			16.32
28510 - Recreation Aide/Health			11.91
Facility Attendant			
28515 - Recreation Specialist			18.30
28630 - Sports Official			13.00
28690 - Swimming Pool Operator			16.01
29000 - Stevedoring/Longshoremen			10.01
Occupational Services			
29010 - Blocker And Bracer			22.52
29010 - Blocker And Bracer 29020 - Hatch Tender			22.52
29020 - Hatten Tender 29030 - Line Handler			22.52
29041 - Stevedore I			20.98
29042 - Stevedore II			24.05
30000 - Technical Occupations	,	<u></u>	4.0.00
30010 - Air Traffic Control	(see	2)	40.39
Specialist Center (HFO)		<b>.</b>	
30011 - Air Traffic Control	(see	2)	27.79
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.36
30022 - Archeological Technician II			18.98
30023 - Archeological Technician III			23.51
30030 - Cartographic Technician			23.51
30040 - Civil Engineering Technician			26.65
30051 - Cryogenic Technician I			26.04
30052 - Cryogenic Technician II			28.76
30061 - Drafter/CAD Operator I			17.36
30062 - Drafter/CAD Operator II			18.98
30063 - Drafter/CAD Operator III			21.16
30064 - Drafter/CAD Operator IV			26.04
30081 - Engineering Technician I			15.72
30082 - Engineering Technician II			17.65
30083 - Engineering Technician III			19.75
30084 - Engineering Technician IV			24.46
30085 - Engineering Technician V			29.93
30086 - Engineering Technician VI			36.21
30090 - Environmental Technician			24.66
30095 - Evidence Control Specialist			23.51
30210 - Laboratory Technician			20.50
JUZIO HADOLACOLY LECHILLCLAII			20.00

30221 - Latent Fingerprint			26.04
Technician I			
30222 - Latent Fingerprint			28.76
Technician II			
30240 - Mathematical Technician			28.45
30361 - Paralegal/Legal Assistant I			19.35
30362 - Paralegal/Legal Assistant II			23.96
30363 - Paralegal/Legal Assistant			29.30
III			
30364 - Paralegal/Legal Assistant IV			35.46
30375 - Petroleum Supply Specialist			28.76
30390 - Photo-Optics Technician			23.51
30395 - Radiation Control Technician			28.76
30461 - Technical Writer I			23.05
30462 - Technical Writer II			28.20
30463 - Technical Writer III			34.10
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			26.04
30502 - Weather Forecaster II			31.66
30620 - Weather Observer Combined	(see	2)	21.16
Upper Air Or	(200	- /	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	23.51
31000 - Transportation/Mobile	1000	2)	20.01
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			12.87
31030 - Bus Driver			18.19
31043 - Driver Courier			15.53
31260 - Parking and Lot Attendant			13.34
31290 - Shuttle Bus Driver			18.34
31310 - Taxi Driver			14.01
31361 - Truckdriver Light			16.86
31362 - Truckdriver Medium			18.21
31363 - Truckdriver Heavy			21.82
31364 - Truckdriver Tractor-Trailer			21.82
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.58
99050 - Desk Clerk			11.27
99095 - Embalmer			33.91

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.56
I	
99252 - Laboratory Animal Caretaker	14.20
II	
99260 - Marketing Analyst	26.06
99310 - Mortician	33.91
99410 - Pest Controller	14.44
99510 - Photofinishing Worker	14.40
99710 - Recycling Laborer	22.23
99711 - Recycling Specialist	26.94
99730 - Refuse Collector	19.88
99810 - Sales Clerk	12.35
99820 - School Crossing Guard	9.59
99830 - Survey Party Chief	23.70
99831 - Surveying Aide	16.88
99832 - Surveying Technician	21.53
99840 - Vending Machine Attendant	19.11
99841 - Vending Machine Repairer	24.04
99842 - Vending Machine Repairer	19.11
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

## \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

# \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 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.

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.: 2015-5487
Daniel W. Simms Division of	Revision No.: 16
Director Wage Determination	ns  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: Utah

Area: Utah County of Washington

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.28
01012 - Accounting Clerk II		16.03
01013 - Accounting Clerk III		17.94
01020 - Administrative Assistant		23.01
01035 - Court Reporter		19.50
01041 - Customer Service		13.00
Representative I		
01042 - Customer Service		14.26
Representative II		

01043 - Customer Service Representative III		15.95
01051 - Data Entry Operator I		15.16
01052 - Data Entry Operator II		16.54
01060 - Dispatcher Motor Vehicle		22.34
01070 - Document Preparation Clerk		14.25
01090 - Duplicating Machine Operator		14.25
01111 - General Clerk I		13.67
01112 - General Clerk II		14.91
01113 - General Clerk III		16.74
01120 - Housing Referral Assistant		19.96
01141 - Messenger Courier		12.73
01191 - Order Clerk I		13.06
01192 - Order Clerk II		14.25
01261 - Personnel Assistant		16.00
(Employment) I		10.00
01262 - Personnel Assistant		17.91
(Employment) II		1 / • J 1
01263 - Personnel Assistant		19.96
(Employment) III		19.90
01270 - Production Control Clerk		20.58
01290 - Rental Clerk		15.22
01300 - Scheduler Maintenance		16.00
01311 - Secretary I		16.00
01312 - Secretary II		17.91
—		19.91
01313 - Secretary III 01320 - Secretary Dispetcher		19.96
01320 - Service Order Dispatcher		23.01
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		14.73
		12.92
Operator/Receptionist 01531 - Travel Clerk I		15.59
01532 - Travel Clerk II		16.54 17.34
01533 - Travel Clerk III		
01611 - Word Processor I		14.25
01612 - Word Processor II		16.00
01613 - Word Processor III		17.91
05000 - Automotive Service Occupations		00 07
05005 - Automobile Body Repairer		20.97
Fiberglass		10 10
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		17.95
05070 - Automotive Worker		17.95
05110 - Mobile Equipment Servicer		15.50
05130 - Motor Equipment Metal		20.39
Mechanic		17 05
05160 - Motor Equipment Metal Worker		17.95
05190 - Motor Vehicle Mechanic		20.39
05220 - Motor Vehicle Mechanic		14.27
Helper		

05250 - Motor Vehicle Upholstery	16.71
Worker	1 7 0 5
05280 - Motor Vehicle Wrecker	17.95
05310 - Painter Automotive	19.16
05340 - Radiator Repair Specialist	17.95
05370 - Tire Repairer	13.65
05400 - Transmission Repair	20.39
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.16
07041 - Cook I	13.89
07042 - Cook II	16.09
07070 - Dishwasher	10.38
07130 - Food Service Worker	11.61
07210 - Meat Cutter	16.57
07260 - Waiter/Waitress	10.80
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	14.99
09110 - Furniture Repairer Minor	17.55
09130 - Upholsterer	19.43
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.45
11060 - Elevator Operator	13.86
11090 - Gardener	20.60
11122 - Housekeeping Aide	14.53
11150 - Janitor	14.53
11210 - Laborer Grounds Maintenance	15.66
11240 - Maid or Houseman	13.61
11260 - Pruner	14.00
11270 - Tractor Operator	18.98
11330 - Trail Maintenance Worker	15.66
11360 - Window Cleaner	16.25
12000 - Health Occupations	
12010 - Ambulance Driver	18.60
12011 - Breath Alcohol Technician	19.51
12012 - Certified Occupational	26.76
Therapist Assistant	
12015 - Certified Physical Therapist	29.39
Assistant	
12020 - Dental Assistant	16.25
12025 - Dental Hygienist	33.80
12030 - EKG Technician	29.56
12035 - Electroneurodiagnostic	29.56
Technologist	

	10 60
12040 - Emergency Medical Technician	18.60
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.74
12100 - Medical Assistant	16.58
12130 - Medical Laboratory	18.77
Technician	
12160 - Medical Record Clerk	16.06
12190 - Medical Record Technician	17.97
12195 - Medical Transcriptionist	17.44
12210 - Nuclear Medicine	42.56
Technologist	
12221 - Nursing Assistant I	11.76
12222 - Nursing Assistant II	13.22
12223 - Nursing Assistant III	14.42
12224 - Nursing Assistant IV	16.19
12235 - Optical Dispenser	17.58
12236 - Optical Technician	16.63
12250 - Pharmacy Technician	17.86
12280 - Phlebotomist	14.47
12305 - Radiologic Technologist	29.40
12311 - Registered Nurse I	23.61
12312 - Registered Nurse II	28.88
12313 - Registered Nurse II	28.88
Specialist	
12314 - Registered Nurse III	34.94
12315 - Registered Nurse III	34.94
Anesthetist	
12316 - Registered Nurse IV	41.89
12317 - Scheduler (Drug and Alcohol	24.16
Testing)	
12320 - Substance Abuse Treatment	32.08
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.49
13012 - Exhibits Specialist II	20.44
13013 - Exhibits Specialist III	25.00
13041 - Illustrator I	18.72
13042 - Illustrator II	23.20
13043 - Illustrator III	28.30
13047 - Librarian	22.73
13050 - Library Aide/Clerk	13.84
13054 - Library Information	20.53
Technology Systems	
Administrator	
13058 - Library Technician	13.54
13061 - Media Specialist I	14.81
13062 - Media Specialist II	16.57
13063 - Media Specialist III	18.48

13071 - Photographer I		15.59
13072 - Photographer II		17.59
13073 - Photographer III		21.61
13074 - Photographer IV		26.44
13075 - Photographer V		31.98
13090 - Technical Order Library		17.38
Clerk		
13110 - Video Teleconference		16.34
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.62
14042 - Computer Operator II		18.59
14043 - Computer Operator III		21.95
14044 - Computer Operator IV		23.93
14045 - Computer Operator V		26.51
14071 - Computer Programmer I	(see 1)	23.80
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	(888 1)	16.62
Operator		10.01
14160 - Personal Computer Support		23.93
Technician		20.90
14170 - System Support Specialist		27.72
15000 - Instructional Occupations		21.12
15010 - Aircrew Training Devices		31.89
Instructor (Non-Rated)		01.00
15020 - Aircrew Training Devices		38.58
Instructor (Rated)		30.30
15030 - Air Crew Training Devices		42.72
Instructor (Pilot)		12.72
15050 - Computer Based Training		31.89
Specialist / Instructor		51.09
15060 - Educational Technologist		31.04
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		22.02
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		41.19
Jet/Prop		¬⊥•⊥У
15086 - Maintenance Test Pilot		41.19
Rotary Wing		-1.19
15088 - Non-Maintenance Test/Co-		41.19
Pilot		41.19
15090 - Technical Instructor		10 <i>C</i> /
		18.64
15095 - Technical Instructor/Course		22.82
Developer		15 04
15110 - Test Proctor		15.04

15120 - Tutor	15.04
16000 - Laundry Dry-Cleaning Pressing	13.04
And Related Occupations	
16010 - Assembler	10.30
16030 - Counter Attendant	10.30
16040 - Dry Cleaner	13.77
16070 - Finisher Flatwork Machine	10.30
16090 - Presser Hand	10.30
16110 - Presser Machine Drycleaning	10.30
16130 - Presser Machine Shirts	10.30
16160 - Presser Machine Wearing	10.30
Apparel Laundry	10.00
16190 - Sewing Machine Operator	14.70
16220 - Tailor	15.57
16250 - Washer Machine	11.50
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.10
Room)	
19040 - Tool And Die Maker	26.27
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.76
21030 - Material Coordinator	20.58
21040 - Material Expediter	20.58
21050 - Material Handling Laborer	14.45
21071 - Order Filler	15.26
21080 - Production Line Worker (Food	20.76
Processing)	
21110 - Shipping Packer	15.78
21130 - Shipping/Receiving Clerk	15.78
21140 - Store Worker I	12.86
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	20.76
21410 - Warehouse Specialist	20.76
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.47
23019 - Aircraft Logs and Records	23.36
Technician	
23021 - Aircraft Mechanic I	28.75
23022 - Aircraft Mechanic II	30.47
23023 - Aircraft Mechanic III	31.98
23040 - Aircraft Mechanic Helper	20.12
23050 - Aircraft Painter	27.02
23060 - Aircraft Servicer	23.36
23070 - Aircraft Survival Flight	27.02
Equipment Technician	04 00
23080 - Aircraft Worker	24.92

	04.00
23091 - Aircrew Life Support	24.92
Equipment (ALSE) Mechanic	
I	00 75
23092 - Aircrew Life Support	28.75
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	19.02
23120 - Bicycle Repairer	17.06
23125 - Cable Splicer	36.83
23130 - Carpenter Maintenance	18.98
23140 - Carpet Layer	19.77
23160 - Electrician Maintenance	24.12
23181 - Electronics Technician	21.64
Maintenance I	
23182 - Electronics Technician	23.70
Maintenance II	
23183 - Electronics Technician	25.21
Maintenance III	
23260 - Fabric Worker	18.41
23290 - Fire Alarm System Mechanic	22.45
23310 - Fire Extinguisher Repairer	17.06
23311 - Fuel Distribution System	25.94
Mechanic	
23312 - Fuel Distribution System	19.72
Operator	
23370 - General Maintenance Worker	17.26
23380 - Ground Support Equipment	28.75
Mechanic	
23381 - Ground Support Equipment	23.36
Servicer	
23382 - Ground Support Equipment	24.92
Worker	
23391 - Gunsmith I	17.06
23392 - Gunsmith II	19.77
23393 - Gunsmith III	22.45
23410 - Heating Ventilation And Air-	20.78
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.96
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.23
23440 - Heavy Equipment Operator	21.69
23460 - Instrument Mechanic	23.00
23465 - Laboratory/Shelter Mechanic	21.10
23470 - Laborer	14.45
23510 - Locksmith	21.10
23530 - Machinery Maintenance	20.97
Mechanic	
23550 - Machinist Maintenance	20.65

23580 - Maintenance Trades Helper	15.59
23591 - Metrology Technician I	23.00
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.51
23640 - Millwright	22.45
23710 - Office Appliance Repairer	22.14
23760 - Painter Maintenance	18.43
23790 - Pipefitter Maintenance	25.70
23810 - Plumber Maintenance	24.15
23820 - Pneudraulic Systems Mechanic	22.45
23850 - Rigger	22.45
23870 - Scale Mechanic 23890 - Sheet-Metal Worker	19.77
23890 - Sneet-Metal Worker Maintenance	22.45
	10 77
23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic	19.77 29.81
	29.01
I 23932 - Telecommunications Mechanic	31.60
II	51.60
23950 - Telephone Lineman	22.45
23950 - Telephone Lineman 23960 - Welder Combination	18.72
Maintenance	10.72
23965 - Well Driller	22.45
23970 - Woodcraft Worker	22.45
23980 - Woodworker	17.06
24000 - Personal Needs Occupations	17.00
24550 - Case Manager	13.91
24570 - Child Care Attendant	11.25
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	12.92
24620 - Family Readiness And Support	13.91
Services	10.001
Coordinator	
24630 - Homemaker	13.91
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	20.91
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant	20.91
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.92
27007 - Baggage Inspector	16.90
27008 - Corrections Officer	19.80
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.92
27040 - Detention Officer	19.80
27070 - Firefighter	18.02

27101 - Guard I			
			16.90
27102 - Guard II			18.92
27131 - Police Officer I			24.00
27132 - Police Officer II			26.66
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.44
28042 - Carnival Equipment Repairer			14.60
28043 - Carnival Worker			9.92
28210 - Gate Attendant/Gate Tender			16.34
28310 - Lifeguard			11.17
28350 - Park Attendant (Aide)			18.54
28510 - Recreation Aide/Health			13.53
Facility Attendant			
28515 - Recreation Specialist			22.88
28630 - Sports Official			14.76
28690 - Swimming Pool Operator			16.91
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			22.52
29020 - Hatch Tender			22.52
29030 - Line Handler			22.52
29041 - Stevedore I			20.98
29042 - Stevedore II			24.05
30000 - Technical Occupations			21.00
30010 - Air Traffic Control	(see	2)	40.39
Specialist Center (HFO)	(500	<i>2</i> /	10.00
30011 - Air Traffic Control	(see	2)	27.79
Specialist Station (HFO)	(500	<i></i> /	21.13
30012 - Air Traffic Control			30.59
			50.59
Specialist Terminal (HFO) (see 2)			
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I			17.48
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II			17.48 19.56
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III			17.48 19.56 24.22
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician			17.48 19.56 24.22 24.22
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician			17.48 19.56 24.22 24.22 20.66
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I			17.48 19.56 24.22 24.22 20.66 26.52
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II			17.48 19.56 24.22 24.22 20.66 26.52 29.29
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			17.48 19.56 24.22 24.22 20.66 26.52 29.29 17.48
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			17.48 19.56 24.22 24.22 20.66 26.52 29.29 17.48 19.56
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 III			17.48 19.56 24.22 24.22 20.66 26.52 29.29 17.48 19.56 21.80
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 III 30063 - Drafter/CAD Operator III			17.48 19.56 24.22 24.22 20.66 26.52 29.29 17.48 19.56 21.80 26.83
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 III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			17.48 19.56 24.22 24.22 20.66 26.52 29.29 17.48 19.56 21.80 26.83 15.57
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 III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			17.48 19.56 24.22 24.22 20.66 26.52 29.29 17.48 19.56 21.80 26.83 15.57 17.48
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 III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			17.48 19.56 24.22 20.66 26.52 29.29 17.48 19.56 21.80 26.83 15.57 17.48 19.56
<pre>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 III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician III</pre>			17.48 19.56 24.22 24.22 20.66 26.52 29.29 17.48 19.56 21.80 26.83 15.57 17.48 19.56 24.22
<pre>Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V</pre>			17.48 19.56 24.22 24.22 20.66 26.52 29.29 17.48 19.56 21.80 26.83 15.57 17.48 19.56 24.22 29.64
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 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 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			17.48 19.56 24.22 20.66 26.52 29.29 17.48 19.56 21.80 26.83 15.57 17.48 19.56 24.22 29.64 35.86
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 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 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 V 30090 - Environmental Technician			17.48 19.56 24.22 20.66 26.52 29.29 17.48 19.56 21.80 26.83 15.57 17.48 19.56 24.22 29.64 35.86 23.95
<pre>Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V</pre>			17.48 19.56 24.22 20.66 26.52 29.29 17.48 19.56 21.80 26.83 15.57 17.48 19.56 24.22 29.64 35.86

30221 - Latent Fingerprint Technician I			26.52
30222 - Latent Fingerprint			29.29
Technician II			27.27
30240 - Mathematical Technician			24.22
			18.47
30361 - Paralegal/Legal Assistant I			
30362 - Paralegal/Legal Assistant II			22.87
30363 - Paralegal/Legal Assistant			27.98
III			
30364 - Paralegal/Legal Assistant IV			33.85
30375 - Petroleum Supply Specialist			29.29
30390 - Photo-Optics Technician			24.22
30395 - Radiation Control Technician			29.29
30461 - Technical Writer I			23.95
30462 - Technical Writer II			29.29
30463 - Technical Writer III			35.43
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			20.00
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			50.90
			27 1 2
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			26.83
30502 - Weather Forecaster II			32.64
30620 - Weather Observer Combined	(see	2)	21.80
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			14.16
31030 - Bus Aide 31030 - Bus Driver			18.19
31043 - Driver Courier			13.99
31260 - Parking and Lot Attendant			11.60
31290 - Shuttle Bus Driver			16.71
31310 - Taxi Driver			15.69
31361 - Truckdriver Light			15.19
31362 - Truckdriver Medium			16.84
31363 - Truckdriver Heavy			21.02
31364 - Truckdriver Tractor-Trailer			21.02
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.21
99050 - Desk Clerk			11.79
99095 - Embalmer			33.91
22020 - Fundituer			JJ. 71

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.05
I	
99252 - Laboratory Animal Caretaker	18.90
II	
99260 - Marketing Analyst	21.13
99310 - Mortician	33.91
99410 - Pest Controller	16.96
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.98
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	15.21
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.52
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
99840 - Vending Machine Attendant	19.11
99841 - Vending Machine Repairer	24.04
99842 - Vending Machine Repairer	19.11
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

 The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

## \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

# \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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 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.

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.: 2015-5489
Daniel W. Simms Division of	Revision No.: 16
Director Wage Determination	ns  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: Utah

Area: Utah Counties of Salt Lake Tooele

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.20
01012 - Accounting Clerk II		17.07
01013 - Accounting Clerk III		19.09
01020 - Administrative Assistant		27.48
01035 - Court Reporter		19.50
01041 - Customer Service		13.92
Representative I		
01042 - Customer Service		15.19
Representative II		

01043 - Customer Service Representative III		17.06
01051 - Data Entry Operator I		16.34
01052 - Data Entry Operator II		17.82
01060 - Dispatcher Motor Vehicle		20.11
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		13.69
01112 - General Clerk II		14.94
01113 - General Clerk III		16.78
01120 - Housing Referral Assistant		20.93
01141 - Messenger Courier		15.74
01191 - Order Clerk I		16.58
01192 - Order Clerk II		18.08
01261 - Personnel Assistant		16.78
(Employment) I		100000
01262 - Personnel Assistant		18.76
(Employment) II		20000
01263 - Personnel Assistant		20.91
(Employment) III		
01270 - Production Control Clerk		22.78
01290 - Rental Clerk		13.99
01300 - Scheduler Maintenance		16.80
01311 - Secretary I		16.80
01312 - Secretary II		18.78
01313 - Secretary III		20.93
01320 - Service Order Dispatcher		17.97
01410 - Supply Technician		27.48
01420 - Survey Worker		16.79
01460 - Switchboard		14.60
Operator/Receptionist		
01531 - Travel Clerk I		16.49
01532 - Travel Clerk II		17.51
01533 - Travel Clerk III		18.35
01533 - Travel Clerk III 01611 - Word Processor I		18.35 13.94
		13.94
01611 - Word Processor I		13.94 15.88
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		13.94
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		13.94 15.88
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		13.94 15.88 17.61
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations	Electrician	13.94 15.88 17.61 22.83
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	13.94 15.88 17.61 22.83
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	13.94 15.88 17.61 22.83 19.29
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	13.94 15.88 17.61 22.83 19.29 18.07
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	13.94 15.88 17.61 22.83 19.29 18.07 18.07
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	13.94 15.88 17.61 22.83 19.29 18.07 18.07 15.59
<pre>01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal</pre>	Electrician	13.94 15.88 17.61 22.83 19.29 18.07 18.07 15.59
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	13.94 15.88 17.61 22.83 19.29 18.07 18.07 15.59 20.52
<pre>01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05010 - Automotive Glass Installer 05070 - Automotive Glass Installer 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker</pre>	Electrician	13.94 15.88 17.61 22.83 19.29 18.07 18.07 15.59 20.52 18.07

05250 - Motor Vehicle Upholstery	16.82
Worker	10 07
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter Automotive	19.29
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	13.64
05400 - Transmission Repair	20.52
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.52
07041 - Cook I	14.57
07042 - Cook II	16.88
07070 - Dishwasher	10.66
07130 - Food Service Worker	13.40
07210 - Meat Cutter	17.48
07260 - Waiter/Waitress	10.15
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.08
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	18.87
09090 - Furniture Refinisher Helper	14.05
09110 - Furniture Repairer Minor	16.46
09130 - Upholsterer	17.05
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.25
11060 - Elevator Operator	13.25
11090 - Gardener	21.68
11122 - Housekeeping Aide	11.67
11150 - Janitor	11.67
11210 - Laborer Grounds Maintenance	16.48
11240 - Maid or Houseman	12.34
11260 - Pruner	14.73
11270 - Tractor Operator	19.97
11330 - Trail Maintenance Worker	16.48
11360 - Window Cleaner	13.05
12000 - Health Occupations	
12010 - Ambulance Driver	18.07
12011 - Breath Alcohol Technician	21.64
12012 - Certified Occupational	29.70
Therapist Assistant	
12015 - Certified Physical Therapist	28.44
Assistant	
12020 - Dental Assistant	18.04
12025 - Dental Hygienist	35.78
12030 - EKG Technician	30.49
12035 - Electroneurodiagnostic	30.49
Technologist	

12040 - Emergency Medical Technician	18.07
12071 - Licensed Practical Nurse I	20.74
12072 - Licensed Practical Nurse II	23.21
12073 - Licensed Practical Nurse III	25.87
12100 - Medical Assistant	17.59
12130 - Medical Laboratory	20.70
Technician	
12160 - Medical Record Clerk	18.94
12190 - Medical Record Technician	21.18
12195 - Medical Transcriptionist	17.49
12210 - Nuclear Medicine	42.81
Technologist	10 11
12221 - Nursing Assistant I	12.14
12222 - Nursing Assistant II	13.64
12223 - Nursing Assistant III	14.89
12224 - Nursing Assistant IV	16.73
12235 - Optical Dispenser	15.25
12236 - Optical Technician	16.94
12250 - Pharmacy Technician	18.91
12280 - Phlebotomist	16.05
12305 - Radiologic Technologist	28.25
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II	27.91
Specialist	
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III	33.76
Anesthetist	
12316 - Registered Nurse IV	40.47
12317 - Scheduler (Drug and Alcohol	28.74
Testing)	
12320 - Substance Abuse Treatment	28.43
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.95
13012 - Exhibits Specialist II	24.73
13013 - Exhibits Specialist III	30.25
13041 - Illustrator I	19.01
13042 - Illustrator II	23.55
13043 - Illustrator III	28.81
13047 - Librarian	28.51
13050 - Library Aide/Clerk	13.77
13054 - Library Information	25.74
Technology Systems	
Administrator	1 4 4 9
13058 - Library Technician	14.42
13061 - Media Specialist I	18.57
13062 - Media Specialist II	20.78
13063 - Media Specialist III	23.17

13071 - Photographer I		17.13
13072 - Photographer II		19.16
13073 - Photographer III		23.73
13074 - Photographer IV		29.03
13075 - Photographer V		35.12
13090 - Technical Order Library		17.30
Clerk		
13110 - Video Teleconference		20.11
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.17
14042 - Computer Operator II		20.34
14043 - Computer Operator III		22.67
14044 - Computer Operator IV		25.19
14045 - Computer Operator V		27.90
14071 - Computer Programmer I	(see 1)	23.80
14072 - Computer Programmer II	(see 1)	20.00
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14105 - Peripheral Equipment	(366 1)	18.17
Operator		10.1/
-		25.29
14160 - Personal Computer Support		23.29
Technician		00 40
14170 - System Support Specialist		29.49
15000 - Instructional Occupations		21 00
15010 - Aircrew Training Devices		31.89
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		38.58
Instructor (Rated)		
15030 - Air Crew Training Devices		44.10
Instructor (Pilot)		
15050 - Computer Based Training		35.08
Specialist / Instructor		
15060 - Educational Technologist		29.28
15070 - Flight Instructor (Pilot)		42.75
15080 - Graphic Artist		23.65
15085 - Maintenance Test Pilot Fixed		44.10
Jet/Prop		
15086 - Maintenance Test Pilot		44.10
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.10
Pilot		
15090 - Technical Instructor		21.84
15095 - Technical Instructor/Course		26.72
Developer		
15110 - Test Proctor		17.63

15120 - Tutor	17.63
16000 - Laundry Dry-Cleaning Pressing	1/.05
And Related Occupations	
16010 - Assembler	10.30
16030 - Counter Attendant	10.30
16040 - Dry Cleaner	13.70
16070 - Finisher Flatwork Machine	10.30
16090 - Presser Hand	10.30
16110 - Presser Machine Drycleaning	10.30
16130 - Presser Machine Shirts	10.30
16160 - Presser Machine Wearing	10.30
Apparel Laundry	10.00
16190 - Sewing Machine Operator	14.70
16220 - Tailor	15.57
16250 - Washer Machine	11.50
19000 - Machine Tool Operation And	11.00
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.40
Room)	20.10
19040 - Tool And Die Maker	29.12
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.77
21030 - Material Coordinator	22.78
21040 - Material Expediter	22.78
21050 - Material Handling Laborer	15.59
21071 - Order Filler	15.15
21080 - Production Line Worker (Food	19.77
Processing)	
21110 - Shipping Packer	14.92
21130 - Shipping/Receiving Clerk	14.92
21140 - Store Worker I	12.86
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	19.77
21410 - Warehouse Specialist	19.77
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.49
23019 - Aircraft Logs and Records	23.59
Technician	
23021 - Aircraft Mechanic I	28.77
23022 - Aircraft Mechanic II	30.49
23023 - Aircraft Mechanic III	32.00
23040 - Aircraft Mechanic Helper	20.13
23050 - Aircraft Painter	27.04
23060 - Aircraft Servicer	23.59
23070 - Aircraft Survival Flight	27.04
Equipment Technician	
23080 - Aircraft Worker	25.33

23091 - Aircrew Life Support	25.33
Equipment (ALSE) Mechanic	
I	00 77
23092 - Aircrew Life Support	28.77
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	20.96
23120 - Bicycle Repairer	16.52
23125 - Cable Splicer	41.84
23130 - Carpenter Maintenance	22.01
23140 - Carpet Layer	17.76
23160 - Electrician Maintenance	28.39
23181 - Electronics Technician	25.74
Maintenance I	
23182 - Electronics Technician	27.48
Maintenance II	
23183 - Electronics Technician	29.23
Maintenance III	
23260 - Fabric Worker	22.23
23290 - Fire Alarm System Mechanic	24.84
23310 - Fire Extinguisher Repairer	20.61
23311 - Fuel Distribution System	27.12
Mechanic	
23312 - Fuel Distribution System	20.61
Operator	
23370 - General Maintenance Worker	19.50
23380 - Ground Support Equipment	28.77
Mechanic	
23381 - Ground Support Equipment	23.59
Servicer	
23382 - Ground Support Equipment	25.33
Worker	
23391 - Gunsmith I	20.61
23392 - Gunsmith II	23.88
23393 - Gunsmith III	27.12
23410 - Heating Ventilation And Air-	27.84
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.51
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.35
23440 - Heavy Equipment Operator	23.93
23460 - Instrument Mechanic	29.69
23465 - Laboratory/Shelter Mechanic	25.49
23470 - Laborer	15.59
23510 - Locksmith	27.71
23530 - Machinery Maintenance	27.98
Mechanic	27.50
23550 - Machinist Maintenance	24.67
	27.01

23580 - Maintenance Trades Helper	14.88
23591 - Metrology Technician I	29.69
23592 - Metrology Technician II	31.47
23593 - Metrology Technician III	33.03
23640 - Millwright	33.39
23710 - Office Appliance Repairer	24.37
23760 - Painter Maintenance	18.43
23790 - Pipefitter Maintenance	28.80
23810 - Plumber Maintenance	27.07
23820 - Pneudraulic Systems Mechanic	27.12
23850 - Rigger	25.37
23870 - Scale Mechanic	23.88
23890 - Sheet-Metal Worker	23.58
Maintenance	
23910 - Small Engine Mechanic	20.92
23931 - Telecommunications Mechanic	28.90
I	
23932 - Telecommunications Mechanic	30.63
II	
23950 - Telephone Lineman	24.30
23960 - Welder Combination	23.07
Maintenance	
23965 - Well Driller	27.12
23970 - Woodcraft Worker	27.12
23980 - Woodworker	20.61
24000 - Personal Needs Occupations	
24550 - Case Manager	16.50
24570 - Child Care Attendant	11.49
24580 - Child Care Center Clerk	14.32
24610 - Chore Aide	13.63
24620 - Family Readiness And Support	16.50
Services	
Coordinator	
24630 - Homemaker	16.50
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.01
25040 - Sewage Plant Operator	24.38
25070 - Stationary Engineer	29.01
25190 - Ventilation Equipment Tender	20.30
25210 - Water Treatment Plant	24.38
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.20
27007 - Baggage Inspector	15.33
27008 - Corrections Officer	21.36
27010 - Court Security Officer	22.12
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	21.36
27070 - Firefighter	22.87
-	

27101 - Guard I	15.33
27102 - Guard II	18.83
27131 - Police Officer I	27.17
27132 - Police Officer II	30.20
28000 - Recreation Occupations	
	14.97
	16.25
	11.08
28210 - Gate Attendant/Gate Tender	15.16
28310 - Lifeguard	12.14
-	16.97
	12.38
Facility Attendant	
	21.02
-	13.51
-	18.83
29000 - Stevedoring/Longshoremen	
Occupational Services	
	29.20
	29.20
	29.20
	27.19
	31.17
30000 - Technical Occupations	01111
-	40.29
Specialist Center (HFO)	10.29
•	27.78
Specialist Station (HFO)	_ , , , , ,
-	30.59
Specialist Terminal (HFO) (see 2)	
-	17.66
	19.75
5	24.47
	24.47
	30.28
	27.10
	29.93
1 2	17.66
	19.75
-	22.02
	27.10
· · · · · · · · · · · · · · · · · · ·	15.03
	16.87
	18.87
	23.37
	31.46
	34.60
	25.51
	24.47
-	21.47

30221 - Latent Fingerprint	27.10
Technician I	
30222 - Latent Fingerprint	29.93
Technician II	
30240 - Mathematical Technician	27.53
30361 - Paralegal/Legal Assistant I	19.73
30362 - Paralegal/Legal Assistant II	24.44
30363 - Paralegal/Legal Assistant	29.90
III	
30364 - Paralegal/Legal Assistant IV	36.18
30375 - Petroleum Supply Specialist	29.93
30390 - Photo-Optics Technician	24.47
30395 - Radiation Control Technician	29.93
30461 - Technical Writer I	23.94
30462 - Technical Writer II	29.29
30463 - Technical Writer III	35.43
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	27.10
30502 - Weather Forecaster II	32.97
<b>30620 - Weather Observer Combined</b> (see 2)	22.02
Upper Air Or	
Upper Air Or	24.47
Upper Air Or Surface Programs	24.47
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2)	24.47
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile	24.47 30.98
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	30.98
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations	30.98 13.26
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	30.98 13.26 18.82
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	30.98 13.26 18.82 17.30
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	30.98 13.26 18.82 17.30 12.88
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	30.98 13.26 18.82 17.30 12.88 18.05
Upper Air Or Surface Programs 30621 - Weather Observer Senior (See 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	30.98 13.26 18.82 17.30 12.88 18.05 15.58
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	30.98 13.26 18.82 17.30 12.88 18.05 15.58 18.78
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	30.98 13.26 18.82 17.30 12.88 18.05 15.58 18.78 20.26
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	30.98 13.26 18.82 17.30 12.88 18.05 15.58 18.78 20.26 21.96
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	30.98 13.26 18.82 17.30 12.88 18.05 15.58 18.78 20.26
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	30.98 13.26 18.82 17.30 12.88 18.05 15.58 18.78 20.26 21.96 21.96
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	30.98 13.26 18.82 17.30 12.88 18.05 15.58 18.78 20.26 21.96 21.96 21.96
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	30.98 13.26 18.82 17.30 12.88 18.05 15.58 18.78 20.26 21.96 21.96 21.96 15.10 11.58
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	30.98 13.26 18.82 17.30 12.88 18.05 15.58 18.78 20.26 21.96 21.96 21.96

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	11.62
I	
99252 - Laboratory Animal Caretaker	12.62
II	
99260 - Marketing Analyst	28.94
99310 - Mortician	36.75
99410 - Pest Controller	17.89
99510 - Photofinishing Worker	14.53
99710 - Recycling Laborer	21.93
99711 - Recycling Specialist	26.58
99730 - Refuse Collector	19.61
99810 - Sales Clerk	13.14
99820 - School Crossing Guard	14.04
99830 - Survey Party Chief	30.00
99831 - Surveying Aide	21.38
99832 - Surveying Technician	27.26
99840 - Vending Machine Attendant	17.51
99841 - Vending Machine Repairer	22.03
99842 - Vending Machine Repairer	17.51
Helper	

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

\*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

 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 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.